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CEEDINGS

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of the

Twenty-Ninth

CONVENTION

of the

Alberta Federation of Labor

Held in the City of

LETHBRIDGE, Alberta

November 12th to 15th

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Chartered by The Trades and Labor Congress of Canada





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Proceedings of the 29th Convention, Lethbridge, October 12th to 15th, 1949

WEDNESDAY AFTERNOON SESSION, OCTOBER 12th

The opening Session of the 29th Convention of the Alberta Federation of Labor was called to order at 3:00 p.m. in the new Lethbridge Civic Centre by Brother E. Castles, President of the Lethbridge Trades and Labor Council.

The Delegates were asked to stand and sing O Canada followed by the prayer of invocation by the Reverend Leslie Grant.

Brother Castles then called upon Mayor J. A. Jardine to welcome the Delegates to the City of Lethbridge, and, in his remarks, Mayor Jardine mentioned that Lethbridge was started by Labor — first in the Mines, and second in the great irrigation area, particularly for the Sugar Beet Industry. He also commented that the income from farming around the Lethbridge area is one and one-half times greater than any other part of Alberta. In his remarks, he was most appreciative of the happy relation that existed between industry and labor in the Lethbridge area, and mentioned conditions that prevailed at the present time for the employees of the City of Lethbridge in that they were all covered by Pension Fund, the Fire Department had a three-platoon system, and that good wages were enjoyed by the Civic employees. In closing, he expressed his pleasure that the Alberta Federation of Labor had selected Lethbridge as their Convention City, and that they were the first Convention to meet in the new Civic Auditorium, and that many steps of progress had been made since the first meeting of the Federation which was held in Lethbridge in 1912.

Chairman Castles then, on behalf of the Lethbridge Trades and Labor Council, expressed his pleasure that the Federation had seen fit to meet in Lethbridge this year, and expressed his thanks to the Reverend Leslie Grant and Mayor Jardine for assisting him in the opening of the Convention. He outlined briefly the program that had been arranged for the Delegates and hoped that good weather and sunshine would prevail instead of the cold and snow that the Federation had during its Convention three years ago. Chairman Castles then presented the gavel to President H. G. Turner of the Federation and expressed to him the hope that the deliberations of the Convention would be successful and beneficial.

President Turner expressed his pleasure at having the opportunity to preside at the Convention of the Federation this year in Lethbridge, and said, "We have gone a long ways during the 37 years since we first met in this City of Lethbridge." President Turner congratulated Mayor Jardine and the City of Lethbridge for their very fine Civic Centre and for the general progressive attitude and look of Lethbridge. President Turner then presented to the Delegates his opening speech, as follows:

FELLOW DELEGATES:

I need hardly tell you what a great privilege it is to stand before you this afternoon, and as your President, review briefly what has taken place since we met in the City of Calgary about eleven months ago. I think you

will agree with me that Organized Labor, as represented by the Trades & Labor Congress of Canada, and the Alberta Federation of Labor, has this year passed through some of the most trying experiences in its long history. Many of those present were present at the T. & L. C. Convention, and I think I can say without fear of contradiction, that every delegate present felt we were sitting on the edge of a volcano which might erupt at any moment, and split our movement wide open. Day after day, and night after night, far into the night, the various groups met and plotted strategy, the air was filled with rumors, and many gallons of liquid refreshment were consumed in the process. For days chaos reigned, and even when the question of the expulsion of the C.S.U. had been settled, the question of control of the Congress which the Press had played up to the nth degree, was still a vital issue; the rotunda of the Palliser, the various hotel rooms all echoed with the question, "Would Frank Hall and his satellites command sufficient support to elect a slate?" The answer we all know — two votes only separated Beaudoin and Jodoin — otherwise the administration was completely vindicated. The circular issued by the "Right Wing Anti-Communist" Group may have influenced some votes, but I am inclined to think that the vast majority of us had already made up our minds, and that the circular gave us a grand opportunity of expressing our feelings, which incidentally most of us did. But at long last out of chaos came cosmos. The result, we all now know, is that the Congress, at least for the time being, has been completely purged of the reactionary forces which had been threatening, and that we stand more thoroughly united than we have been for many years past. So much for the T. & L. C. Now let us turn for a moment to our own immediate problems, affecting the workers in the Province of Alberta. May I say at the outset, that I am much concerned at the apathy of the workers. Those who are unorganized cannot be expected to know a great deal about the value of organization. Their wages are so much per hour, and unless they are educated in some way, they cannot be made to realize that those wages were obtained as a result of organized labor going to bat for their own members. The point which I want to emphasize is that our own members are the delinquents. There is only one thing that interests the rank and file of organized labor — need you ask what that something is? — take-home pay! As long as he has a full pay envelope that is all that matters. He resents the check off. He resents having to pay dues and assessments. He regards Union meetings as quite unnecessary — unless it is a specially called meeting to authorize his negotiating committee to ask for an increase in his scale.

And that brings me to some of the thoughts I want to leave with you with regard to the relations existing between Labor and Management in the Province at the present time. We have had few stoppages of work during the past year. I venture to suggest that this is entirely because of the tolerance exhibited by Labor in all negotiations. During 1949 it seems to me that Management, inspired perhaps by the wish that the cost of living index was bound to drop, and also that the cost of building materials would do likewise, made up their minds that no wage increases would be tolerated. To this end, a pattern was set and followed throughout the length and breadth of the Dominion. When the time came for agreements to be opened and wage scales negotiated for the 1949 season, did we find that Management was willing to sit around the table and bargain as in years gone by? Quite definitely, No. Almost without exception, Labor was forced to Conciliation and thence to Arbitration, and even when we obtained unanimous awards, it became necessary to threaten strike action if awards were not implemented before some of our agreements were signed. However, in spite of these annoyances, these pin-pricks, for that is all they really amount to, delays that are irksome and try the tempers of both parties to the disputes, I feel sure that you must agree that organized labor in Alberta as represented by the A.F. of L. has made considerable strides during the past year. We have consolidated our position in a really remarkable manner, and later in the Convention you will be advised as to the gains we have made. Last year in Convention fears were expressed on all sides that Bill

No. 91 would weigh very heavily on Labor, especially in so far as penalties were concerned. However, our experiences over the year have shown those fears to be groundless. At the coming session of the Legislature, we are advised that there will be a number of changes made in the Bill, but that in the main it will remain substantially as at present.

Finally, I cannot refrain from expressing the pleasure and at the same time regret which I am sure we all feel at the imminent departure of our Secretary, Gordon Cushing. It is indeed something to have attained one of the highest offices that organized labor has to offer at such an early age. Some of the Delegates present may remember that at the last Convention I had the temerity to prophecy that it would not be very long before Gordon was lost to Calgary. The Calgary delegates protested vigorously at the time, but now that prophecy has come true, and Ottawa's gain is a sad loss to us not only in the Federation, but to the Labor Movement in Calgary and the whole Province.

Fellow delegates, it has been a pleasure, and as I said at the outset, a privilege, to serve as your President for the past year. I have visited with the Trades & Labor Councils of the Province, have received the utmost courtesy and co-operation from everyone with whom I have come in contact. It was a proud moment for me when you elected me to the office, and I can assure you that I am not boasting when I say that all through the year it has made me very proud to be able to say that I was the President of the Alberta Federation of Labor. The A.F. of L., like its namesake on the other side of the line, is a truly great organization, marching on from strength to strength in this truly great organized Labor Movement. May it continue to grow bigger and stronger as the years roll on.

President Turner's speech was generously received by the Delegates and the applause of the Delegates showed that they were appreciative of the work that had gone into its preparation.

President Turner then introduced to the Convention the Honorable Dr. J. L. Robinson, Minister of Industry and Labor for the Province of Alberta. Dr. Robinson expressed his pleasure at being able to attend the Convention and bring greetings from the Government. He said, "We are glad to feel that we have friends within the Labor Movement and have had the closest relations with the Alberta Federation of Labor." Dr. Robinson mentioned that Mr. J. E. Oberholzer, Deputy Minister of the Department, Mr. H. E. Bendickson, Secretary of the Department, and all the members of the Board of Industrial Relations were present, and hoped that they would be called upon to clarify any questions of administration and procedure that might arise in the Convention.

Dr. Robinson also commented on the very fine Civic Centre in Lethbridge, but, at the same time, put in a plug for his own home, the City of Medicine Hat, and he said, "You know, friends, we have a very nice little City in the South-East part of this Province that I don't want you to forget about."

In commenting on the Trades and Labor Congress of Canada Convention recently held in Calgary, Dr. Robinson stated that it was the greatest Convention that he had ever attended. He felt that a year ago the Trades Congress had been weak in their denunciation of Communists within the Labor Movement; however, he was happy that at the recent Convention the Congress realized they had a problem, and were prepared to grapple with it. He felt that the Alberta Federation of Labor had the same problem within the Province, although it was on a much smaller scale, and urged that the Federation be prepared to face their problem the same as the Trades and Labor Congress had.

He expressed his pleasure that Brother Carl E. Berg had been re-elected as a Vice-President of the Trades and Labor Congress, and also expressed his pleasure and extended his congratulations to Secretary G. G.

Cushing upon his election as General Secretary-Treasurer of the Trades and Labor Congress.

Dr. Robinson reviewed briefly the activities of the Department of Industries and Labor during the last year, and expressed his pleasure at the joint meeting of management and labor and government that had been held in June to review the Alberta Labor Act. He announced that out of that joint Conference, some thirty Amendments would be placed before the Government for their approval at the next Session of the Legislature. He also commented on the review of Regulations and Orders that had been made by the Board of Industrial Relations out of which nine new Orders on Minimum Wage, Holidays With Pay, Labor Welfare, and Hours of Work had been published in the September 15th Alberta Gazette.

In closing, he expressed his pleasure that Alberta had the lowest number of hours of time loss in Canada last year of any of the Provinces, and expressed his hope that the cordial relations would continue between industry and labor in this Province.

President Turner then introduced Brother F. J. White, former President of the Alberta Federation of Labor, and now Regional Superintendent of the Unemployment Insurance Commission, to the Convention.

Brother White, in his brief remarks, expressed his pleasure at being in attendance at the Convention and being able to fraternize with those he had worked with so many years ago. He expressed the thought that never in all the history of the Federation had they met in such comfortable accommodation as in the City of Lethbridge, and reminded the Delegates it was nine years' ago that he retired as President of the Federation here in Lethbridge.

Brother White complimented those responsible for the progress of the Federation since that time and commented on the large increase in Affiliated Unions and the large attendance of Delegates at the Convention. He also extended his congratulations to Secretary Cushing on his election to the Secretaryship of the Trades and Labor Congress, and hoped that the Convention of the Federation would be most successful.

President Turner then called upon Vice-President A. Farmilo, Commissioner of the Workmen's Compensation Board, to speak on behalf of Mr. C. M. MacLeod, Chairman of the Board.

Brother Farmilo conveyed to the Delegates the regrets of Mr. MacLeod at not being able to attend because of illness, and then reviewed briefly the results of changes in the Workmen's Compensation Act which were adopted last year.

Increased benefits to injured workmen, this year, would amount to \$1,114,000.00, and, as well as the monetary increase, there had grown a real program of rehabilitation of injured workmen.

Brother Farmilo announced to the Convention that the Workmen's Compensation Board had secured the necessary land in Edmonton, close to the University Hospital, for the purpose of constructing a Rehabilitation Centre, and this, together with a strong Campaign of Accident Prevention, would be the most important part of the work of the Workmen's Compensation Board. Besides doing all of this, the Accident Prevention Staff had been increased considerably, so that they could carry on an Educational Program in the field.

President Turner then introduced Miss Margaret Espen, Representative of the Alberta Teachers' Association to the Convention. Miss Espen extended fraternal greetings from the Alberta Teachers' Association and expressed regrets of General Secretary-Treasurer Eric Ansley at not being able to attend. She commented that the Teachers have many friends in labor and expressed appreciation of the attendance of President Turner at their Annual Convention, and also of Secretary Cushing attending the Teachers' Summer Workshop held in Banff during September.

In closing, she expressed her hope that the Convention would be most successful.

President Turner, in expressing his thanks to Miss Esplen on behalf of the Teachers, expressed his hope that some day the Alberta Teachers would take the lead of the British Columbia Teachers' Federation and affiliate with the Trades and Labor Congress of Canada and the Alberta Federation of Labor.

President Turner then introduced W. Paul Graham, Industrial Relations Branch, Labor Management Production Committee, Department of Labor, Ottawa, to speak to the Convention.

Mr. Graham expressed his appreciation at the invitation extended to him to attend the Convention and also expressed his thanks to those labor leaders who have assisted him in establishing Labor Management Production Committees. Mr. Graham said that Labor Management Committees were not new, that they had been in operation in the United States and Great Britain for many years, and that they were brought into being in Canada at the start of the recent World War. He urged the Delegates to support these Committees and said, "If Canadian Industry is to maintain progress, and if Canadian workers are to maintain their standard of living, the Labor Management productive progress must be maintained". In closing, Mr. Graham told the Delegates that he would be present all during the Convention and would be happy to meet with any of them to discuss Labor Management problems.

President Turner then called upon Brother Carl E. Berg, Vice-President of the Trades and Labor Congress of Canada, to bring fraternal greetings from the Congress.

Brother Berg stated he was happy that he as Vice-President of the Congress could attend this very great Convention on behalf of the Congress, and reviewed, briefly, the problems and progress of the Congress during the past year. He mentioned the fact that the Trades Congress had increased during 1949 from 360,000 members to 458,000 members, even though there had been friction and disruption within the Organization, and he expressed thanks and appreciation of the Congress for the support given by loyal members of Federations of Labor and Trades and Labor Councils during the year.

He urged that the Federation watch at every stage of the game that the "ultra" right or "ultra" left of our Movement never get into control and stated that this was the problem that must be watched also within the Trades Congress at all times. "The Officers of the Congress are all elected by the rank and file of the Congress, and we must keep it that way," said Brother Berg.

In closing, Brother Berg expressed his appreciation at the very close co-operation that had been enjoyed by the Officers of Affiliated Unions with the Government during the last year and hoped that this happy situation would continue. He also expressed his hope that this 29th Convention of the Alberta Federation of Labor would be most successful.

President Turner then requested the Secretary to read the official Convention Call and also the special letter of August 29th, which set back the Convention from October 10th to October 12th. This was done, and, on motion duly moved and adopted, the correspondence was made a part of the Proceedings of this Convention as follows:

Labor Temple,
Calgary, Alberta,
July 8th, 1949.

To all Affiliated Organizations:

OFFICIAL CONVENTION CALL

You are hereby advised the 29th Convention of The Alberta Federation of Labor will be held in the City of Lethbridge, commencing Monday,

October 10th, and will continue until the business of the Convention is completed.

Certain Sections of our Constitution are of importance to affiliated organizations for their guidance at Convention time and we draw to your attention the following:

Article 3 — Conventions.

Section 1—This Federation shall meet annually at such place as the delegates have fixed at the preceding convention, not later than October 15th, if reasonably possible. The date and time of meeting shall be fixed by the Executive Council.

Section 2—Each organization affiliated with the Federation shall be entitled to representation on the following basis:

Local Unions and Women's Auxiliaries—Two delegates for the first 100 members or less and one delegate for each additional hundred members or fraction thereof.

Central Bodies, District Boards, Building Trades Councils, Allied Trades Councils and similar bodies—Two delegates each.

Delegates from Central Bodies, etc., must be members of unions affiliated with the Federation.

Section 3—No delegate shall be eligible to sit in convention unless per capita for the current term has been paid by his organization.

Section 6—"Resolutions for consideration of the convention and amendments to the constitution shall be forwarded to the office of the Secretary and shall be received by him not later than thirty (30) days prior to the opening of the convention. No resolution shall be accepted unless submitted by an organization affiliated with this Federation and unless signed by the presiding officer and secretary and bearing the official seal of the body submitting same."

"Resolutions submitted contrary to the above section can only be dealt with by the Federation on a unanimous vote of the delegates present."

Credentials—All railroad fares of delegates attending the convention shall be pooled. Each delegate on handing in his credential shall attach thereto a receipt for payment of fare (such receipt will be given upon request by the railroad agent on purchasing ticket). The Credential Committee shall compile a statement of all monies duly expended by delegates for railroad fares (said fares not to include sleeping berths) and shall apportion the rate for each delegate. All delegates who have paid fare above the said rate shall be refunded accordingly and delegates having paid fare less than said rate shall pay their portion to the Credential Committee before the close of the convention.

Article 13 — Registration.

Section 1—A registration fee of \$2.50 shall be made for each delegate attending conventions and the organizations acting as host to the convention shall receive the monies received from this registration fee to assist in the expense of entertaining those attending the convention.

This year's Convention will be of the utmost importance to the Labor Movement of this Province. The growth of our movement has increased considerably during the year and with this growth new responsibilities have fallen upon us.

Conferences have been held with Government Officials on amendments to Legislation and a full report will be before the Convention on proposed changes in legislation for the consideration of the delegates.

Falling closely on adjournment of the Trades and Labor Congress of Canada Convention in Calgary it is hoped that Officers of International Unions and possibly some of the Officers of the Congress will remain to attend our Federation Convention.

All Local Unions are urged to submit their resolutions just as soon as they possibly can and also elect their delegates. We have adopted a new credential form this year which we hope will meet with the approval of affiliates. When delegates have been elected fill in the top half of the credential form and send it to the Secretary of the Federation; give the lower half to your delegate or delegates to be turned in to the Credential Committee when they register at the Convention. A self-addressed envelope is enclosed for your convenience in returning the top half of the credential form to this office.

The matter of accommodation in Lethbridge will be a problem for all delegates and you are urged to contact Brother Harry Boyse, Secretary of the Lethbridge Trades and Labor Council, for hotel accommodation.

Mr. Harry Boyse,
401 - 19th Street North,
Lethbridge, Alberta.

By Order of the Executive Council.

Fraternally yours,

GORDON CUSHING,
Secretary-Treasurer.

Labor Temple,
Calgary, Alberta,
August 29th, 1949

To all Affiliated Organizations:

With the announcement that Thanksgiving Day would be October 10th this year we have had a number of inquiries as to whether the date of the Federation Convention would be changed.

Suggestions have been made that it should be changed because this would be the last long week-end for this year and would afford our members an opportunity of enjoying the holiday.

It has therefore been decided to postpone the Convention of the Federation from Monday, October 10th, to Wednesday, October 12th.

The Convention of the Federation will therefore open on Wednesday afternoon, October 12th, at 3:00 o'clock in the City of Lethbridge.

To those delegates coming from Edmonton and Calgary it will be possible to travel to Lethbridge on the morning train of the 12th which arrives in Lethbridge at 1:30 p.m. and that is the reason for having the Opening of the Convention at 3:00.

It would be appreciated if all organizations would advise their delegates of this change.

Fraternally yours,

GORDON CUSHING,
Secretary-Treasurer.

President Turner then called upon Brother Grant McHardy, Chairman of the Committee on Credentials, to report, and Brother McHardy reported as follows:

EDMONTON

Trades and Labor Council—Joseph Cherrington, Charles Gilbert.
Beverage Dispensers No. 579—Doug Tomlinson, Frank Howard, Wm. Johnstone.
Bricklayers and Masons Local 1—Bruce Pearson.
Bridge, Structural & Reinforcing Iron Workers Local 720—James A. Browning.
Building & Construction Trades Council—J. Keen.
Carpenters and Joiners Local 1325—H. E. Steele, W. G. Stanton, A. Mogridge.
Carpenters and Joiners Local 2568—N. Bozak.
Civic Employees Federation—F. E. Sloane, F. Billingham.
Civic Service Local 52—J. S. Clare, J. B. McCaulay, O. E. McDonald.
Civic Employees Federal Union No. 30—M. Ainslie, P. Bearham, K. Mecklejohn, W. Golightly, E. Hunter.
Electrical Workers Local 424—J. Bailey, J. Stanley.
Electrical Workers Local 1007—G. H. Caldwell, A. G. Creighton.
International Association of Firefighters—John Staton, James Graham.
Garment Workers Local 120—James Smith, Emily Wozny, Alberta Smith.
Hospital Employees Federal Union Local 41—John Collins, Walter Gregory.
Hod Carriers, Building Construction Workers No. 92—Carl E. Berg.
Hotel Employees Local 269—J. K. Lupul, John Rawluk, Marie Clausen.
Machinists Local 1579—J. H. Green.
Theatrical and Stage Employees Local 371—W. O. Payne.
Musicians Association Local 390—Herbert G. Turner, P. Allen.
Operating Engineers Local 955—Ed. Wark, K. J. Hume.
Plumbers and Steamfitters Local 488—C. Priestley.
Policemen's Federal Association Local 74—L. B. Nicholson.
Street Railway Local 569—W. R. Engley, D. R. Innes, R. Long, R. Walker, H. Humpish.
Teamsters and Chauffeurs Local 514—D. L. Erickson, A. Maloney.

CALGARY

Trades and Labor Council—A. E. Brunton, S. J. Sligo.
Beverage Dispensers Local 265—Grant McHardy, Alex Fowlie, John P. McDonald.
Brewery Workers Local 240—A. Champagne, G. Blunden, G. Walker.
Carpenters and Joiners Local 1779—M. O. Charlton, C. E. McDougall.
Federation of Civic Employees Local—Mrs. P. M. McWilliams.
City Hall Staff Association Local 38—A. F. Gerlock.
Civic Employees Association Local 37—E. Moore, S. Jones, T. Warren.
Electrical Workers Local 348—J. W. Lamond, R. A. Edge, Lloyd Hanna.
Elevator Constructors Local 122—L. G. E. Wood.
Film Exchange Employees B 77—D. B. MacKenzie.
Firefighters Association Local 255—Charles F. Hopkinson, Albert W. Silver.
Hospital Employees Association Local 8—A. Moulson, C. R. Anderson.
Hotel and Restaurant Employees Local 282—Mrs. Vera Falconer.
International Association of Machinists Local 357—Eric Hutt.
Maltworkers Local 241—Wm. McDowell, Gordon G. Cushing.
Moving Picture Machine Operators Local 302—Kenneth D. Kremer, H. E. Wintemute.
Packing Plant Employees Local 105—Edward Wegener, Arnold Sweder.
Plumbers and Steamfitters Local 496—T. H. Dalgliesh.
Railway Carmen Local 42—Robert T. Alderman.
Street Railway Employees Local 583—R. A. Ferguson, J. Wyllie, S. Poffenroth.
Stage Hands Local 212—H. W. Lackey.
Teamsters and Chauffeurs Local 590—N. McDougall.
Teamsters and Chauffeurs Local 987—R. Scott, F. J. Cleeve, Dave Jones, A. Davis.
Typographical Union Local 449—Frank Riches.

LETHBRIDGE

Trades and Labor Council—Edward Castles, Harry Boyse.
Bakery and Confectionery Workers Local 252—J. Allison.
Brewery Workers Local 242—Steve Swedish, E. Delmark, J. Jongkind.
Carpenters and Joiners Local 846—M. Bunnage.
Federation of Civic Employees Local 70—J. Steele, J. Schawalder, T. J. Russel.
Electrical Workers Local 630—D. C. Cooper.
Flour and Cereal Workers Local 126—Bern Petersen, John Lister.
Hotel and Restaurant Employees Local 198—Mrs. Anna MacLaren.
Janitors and School Van Drivers Local 290—William Christie.
Street Railway Employees Local 987—William J. Metcalfe, Ludovic M. Grant.

MEDICINE HAT

Trades and Labor Council—A. G. Gant.
Beverage Dispensers Local 185—Walter S. Ratcliffe.
Maple Leaf Flour and Cereal Workers Local 283—James McNiven.

BLAIRMORE

Hotel and Restaurant Employees Local 308—Eliseo Peressini.

DRUMHELLER

Bartenders Culinary Workers Local 172—Joe Lukish.

PICTURE BUTTE

Sugar Makers Local 117—L. M. Erickson, S. P. Johnson.

RAYMOND

Sugar Makers Federal Union—John Housley, Cyril Lane.

PROVINCIAL

Civil Service Association, Edmonton—C. G. Edwards, F. G. Hudson, H. M. Bishop, A. Farmilo, A. Peart.
Civil Service Association of Alberta, Branch No. 1—Jack Clayden.
Civil Service Association of Alberta, Local No. 2—Harold C. French, Gerald Stephens.

The Chairman then called upon the Secretary to read the list of Convention Committees appointed by the Executive, and, on motion, the recommendation of the Executive for Committees was approved, as follows:

COMMITTEES FOR 1949 CONVENTION

Credential Committee (4 members)—Grant McHardy, Calgary, Chairman; C. E. McDougall, Calgary, Secretary; Ed Hunter, Edmonton, Pool Fare; Mrs. Alberta Smith, Edmonton, Registration.

Committee on Rules and Order (3 members)—Fred Sloane, Edmonton, Chairman; J. H. Dagleish, Calgary, Secretary; J. Steele, Lethbridge, member.

Committee on Officers' Reports (5 members)—S. J. Sligo, Calgary, Chairman; Charles Gilbert, Edmonton, member; Walter Ratcliffe, Medicine Hat, member; H. E. Wintemute, Lethbridge, member; Clifford Priestly, Edmonton, Secretary.

Committee on Resolutions (7 members)—W. G. Stanton, Edmonton, Chairman; K. D. Kremer, Calgary, member; L. M. Erickson, Picture Butte, member; J. A. Jongkind, Lethbridge, member; A. G. Gant, Medicine Hat, member; J. W. Lamond, Calgary, member; A. Peart, Edmonton, Secretary.

Committee on Workmen's Compensation (5 members) — M. Ainslie, Edmonton, Chairman; D. Jones, Lethbridge, Secretary; W. R. Engley, Edmonton, member; Noel Butlin, Calgary, member; James McNiven, Medicine Hat, member.

Committee on Union Label (5 members)—Ed Steele, Edmonton, Chairman; John McDonald, Calgary, Secretary; Steve Swedish, Lethbridge, member; Eliseo Peressini, Blairmore, member; Emily Wozny, Edmonton, member.

Committee on Constitution (5 members)—A. E. Brunton, Calgary, Chairman; J. E. Smith, Edmonton, Secretary; D. L. Erickson, Edmonton, member; Eric Hutt, Calgary, member; D. C. Cooper, Lethbridge, member.

Committee on Ways and Means (5 members)—Gordon Walker, Calgary, Chairman; H. Caldwell, Edmonton, Secretary; W. J. Metcalfe, Lethbridge, member; R. Scott, Calgary, member; H. M. Bishop, Edmonton, member.

Committee on Thanks (3 members)—A. Mogridge, Edmonton, Chairman; R. T. Alderman, Calgary, Secretary; W. Gregory, Edmonton, member.

The following Reports were laid on the table for the consideration of the Convention:

REPORT OF PRESIDENT AND SECRETARY

The Alberta Federation of Labor:

It is our pleasure to submit herewith a report of the activities and achievements of The Alberta Federation of Labor during the past year.

To the Delegates and Officers of the 29th Convention of

Following our regular Convention held in the City of Calgary last November a draft Legislative Program was prepared and following a meeting of the Executive Council of the Federation held in Calgary in December the final draft Legislative Program was printed and forwarded to Premier E. C. Manning.

A very successful meeting was held with the Provincial Government in January at which time a large delegation of members of affiliated organizations waited upon the Government and presented the Legislative Programme of the Federation for 1949.

A complete report of this conference was given to all affiliated organizations together with a copy of the Legislative Program for their information and consideration.

Your Officers were perplexed and dismayed when the Alberta Legislature adjourned after five weeks of deliberations without giving one consideration to labor legislation and resentment was strong at that time towards the Government for their non-consideration of important changes needed particularly in The Alberta Labor Act.

Shortly after the adjournment of the Provincial Legislature, however, invitations were received from the Hon. Dr. J. L. Robinson, Minister of Industries and Labor to attend conferences to be held in Edmonton in June for the purpose of reviewing section by section The Alberta Labor Act.

Your Officers accepted this invitation and together with some fifty other representatives of Labor, Employer, Farmer and Public, four days of deliberation was given to reviewing the complete text of The Alberta Labor Act.

While it is not known at the time of preparing this report just what changes will be made in the legislation, Dr. Robinson has announced that some thirty changes will be presented to the next session of the Legislature for approval. It is the opinion of your Officers that most of these changes will be to the benefit of Labor and we look forward to the opportunity to study them.

Early in the New Year the Board of Industrial Relations held hearings throughout Alberta for the purpose of hearing representations on Labor Welfare, Hours of Work, Minimum Wages, Holidays with Pay and other regulations and orders made by the Board under their authority.

Submissions were made to the Board in every City where they held hearings and again a copy of the submissions made and a full report was given to every affiliated organization for their information.

From these hearings the Board prepared and had approved by the Legislative Cabinet ten orders which appeared in the September 15th issue of the Labor Gazette and are reviewed briefly in our Legislative Review.

While of major importance has been the pressing changes in The Alberta Labor Act and amendments to Board of Industrial Relations Orders and Regulations your Officers have endeavored at all times to hold a watching brief over individual problems of all affiliated organizations and have succeeded, to some extent, in assisting many affiliated organizations during the year.

Legislative Review

The Alberta Legislature was in session from February 17th to March 29th, 1949, during which time the following matters of interest to Labor were dealt with:

Old Age Pensions.—Provision was made during the session so that in future the Government will assume the full cost of old age pensions. Municipalities used to be called upon to pay 10 per cent of old age pensions. This provision was struck out of the Act and the Provincial Government now pays the full amount payable by the Province. Alberta old age pensions were also increased to \$47.50 per month.

Mothers' Allowances.—An amendment to this Act lowered the amount payable by the municipality from 25 per cent to 20 per cent. Provision was also made for an increase of \$10.00 per month to all those presently receiving mothers' allowances and municipalities will not be billed for any of this additional payment.

As mentioned previously the Board of Industrial Relations issued certain changes and additions to Board Orders in the September 15th issue of The Alberta Gazette and these are as follows:

Holidays With Pay — Construction Industry

Order No. 6 of the Board originally provided for holidays with pay credits on the basis of 2 per cent of earnings during the first year of employment and 4 per cent of earnings after the first year of employment with stamps to the credit of the computation to be placed in a Holiday with Pay Book to be purchased each year by the worker at a cost of 25c.

The new order provides that holiday with pay credit shall be 4 per cent of earnings from the day of employment and the same provision continues that the worker must purchase the Holiday Pay Book. Construction workers who now are employed steady throughout each year will enjoy two weeks' vacations each year.

Female Minimum Wages

A new order effective October 1st raises minimum wage rates for female workers to the following:

- \$14.00 a week for the first month of employment .
- \$16.00 a week for the second month of employment .
- \$18.00 a week for the third month of employment .
- \$20.00 a week thereafter.

The most regrettable feature of the new female minimum wage order is that again it appears as if the Provincial Government has bowed to the

demands of privately operated hospitals within the Province and female employees in hospitals and nursing homes with the exception of office staff have been exempted from the provisions of the order.

Holidays With Pay Order No. 5

Holidays with Pay Order No. 5 which covers all classes om employment except the Construction Industry has been amended to provide that workers shall receive one-half day holiday credit for each twenty-three days of work during their first year of employment and one full day of holiday credit for each twenty-three days of employment during their second or subsequent years of employment.

This change does away with the qualification period that was in effect in the old order and assures that workers shall receive holidays with pay each year. Should a worker separate from his employment before receiving his annual holiday with pay, the employer is compelled to pay to the worker holiday pay on the basis of 2 per cent of earnings during his first year of employment and 4 per cent of earnings during his second or subsequent years of employment.

Delivery or Messenger and Part-Time Student Minimum Wages

An order of the Board of Industrial Relations provides that where students are employed as delivery boys or messenger boys they shall be paid a minimum of 25c an hour if they are under 17 years of age and 30c an hour if they are over 17. They are guaranteed four hours pay for each period employed.

If they provide their own bicycle the student is to be compensated an additional 50c a week.

If the student is employed for other employment besides delivery or messenger service then the minimum rates to be paid are 40c an hour if under 17 years of age and 50c an hour if over 17 years of age.

Hours of Work for Seismograph Survey Groups

The hours of work regulations and minimum wage regulations dealing with overtime have been exempted for employees in the above category so that no restriction is placed on a daily maximum hours of work.

While working in the field it is sometimes to the advantage of workers in this class of employment to work longer hours than the daily maximum provided in the orders. The provision makes this possible but controls the hours of work per month to a maximum of 208 after which overtime must be paid.

Hours of Work — Lumbering Industry

Order No. 12 allows employers in the lumbering industry to work employees up to a maximum of ten hours a day from December 1st each year to March 31st but restricts the monthly hours of work to 208 as provided in other orders. Overtime must also be paid to workers after nine hours in each day.

The order only applies to saw-mills and planing mills operated in conjunction with and in the immediate vicinity of such saw-mills, operating in rural districts more than 10 miles from any city or in towns and villages of less than 1,000 inhabitants.

Other orders made by The Board of Industrial Relations provide for holidays with pay in coal mines, minimum wages for cooks, bull cooks and helpers in lumber camps and hours of work for mines, all of which are beneficial to the workers of the Province.

Representation

Your Officers have continued the policy of attending conferences and meetings of other organizations in the Province of mutual interest to the Labor Movement and have been in attendance at the Annual Conventions of The Farmers' Union of Alberta, The Alberta Teachers' Association and The Civil Service Association of Alberta.

Your Secretary acted as a consultant and instructor during The Alberta Teachers' Association Summer Workshop held in Banff during August and together with a representative of the British Columbia Teachers' Federation, who is affiliated with our parent organization, The Trades and Labor Congress of Canada, gave valuable information and guidance to those assembled on collective bargaining and Alberta Labor Legislation.

Organization and Affiliation

Many of our affiliated organizations again show a marked increase in membership during the year which in itself signifies a strong and virile trade union organization. New unions have been organized and the affiliation of the Federation again shows an increase over previous years.

At this time it is a pleasure to report to the membership that Brother Gordon Wilkinson, Organizer for The Trades and Labor Congress of Canada, has been moved to Alberta permanently as a full-time organizer for the Congress. This now places an organizer in each of the Prairie Provinces for the Congress with Brother Carl Berg, Vice-President of the Congress, as general organizer and overseer of all operations. It should tend to further build and strengthen our movement.

Conclusion

In conclusion your Officers wish to take this opportunity of expressing their sincere appreciation for the assistance given to them by all members of all organizations. Upon visits to Trades and Labor Councils and Local Unions we have been extended every courtesy and the membership as a whole has been most co-operative.

There exists throughout the Province a spirit of friendly and brotherly relationship and with a continuance of such a spirit the Labor Movement as represented by our Federation will continue to grow and grow.

All of which is respectfully submitted.

HERBERT G. TURNER, President.

GORDON G. CUSHING, Secretary.



REPORT OF SECRETARY-TREASURER

It is again my pleasure to submit the report of the affiliation of the Federation and its finances to you. The past year has again shown an increase in membership in the Federation and I am happy to report an increase of 770 members with 4 additional unions affiliated with the Federation. Present membership of the Federation is now 107 affiliated organizations with 14,134 members. The progress story of the Federation during recent years can best be told by a review of these figures:

1945—	76 organizations affiliated with	7,551 members.
1946—	84 organizations affiliated with	9,020 members
1947—	96 organizations affiliated with	11,615 members
1948—	103 organizations affiliated with	13,360 members
1949—	107 organizations affiliated with	14,134 members

While this progress has been steady and healthy there are still many local unions in Alberta chartered by International and National Unions and also by The Trades and Labor Congress of Canada that are not affiliated

and should be so. A campaign will have to be continued to entice these organizations into the Federation.

New locals that have affiliated with the Federation during the year are:

- Bricklayers' and Masons' Local No. 2, Calgary.
- Film Exchange Employees' Local B77, Calgary.
- *Hotel and Restaurant Employees Local 282, Calgary.
- Hod Carriers' and Laborers' Local 1111, Calgary.
- Laundry and Dry Cleaners' Local 288, Calgary.
- Operating Engineers' Local 955, Edmonton.
- Janitors, Handymen and School Van Drivers, Lethbridge.
- Electrical Workers' Local 1372, Medicine Hat.
- Hospital Employees' Local 189, Medicine Hat.

* re-affiliation.

Locals who have withdrawn from the Federation during the year are:

- Barbers and Hairdressers, Lethbridge.
- Machinists, Medicine Hat.
- Western Canada Firebosses' Association.

Reporting on the finances of the Federation for the year ending September 20th, 1949, you will note that our cash position is not quite as healthy as at the closing of our books last year. Part of the reason for this is that our books were closed on September 30th to prepare for this Convention and their operation was for an eleven-month period instead of a full year. There is still approximately \$235.00 in accounts receivable owing for per capita tax from local unions and it is anticipated that most of this will be in by Convention time.

Expenses of the Federation have been considerably higher during the past year in practically every department. Printing has increased in cost, by change of the Constitution last year delegations cost more and also the Federation was represented this year by three delegates at the Trades and Labor Congress of Canada instead of the usual one. However if the per capita owing is added to the Cash Balance as at September 30th there is a drop of only about one hundred dollars for the year, which is not serious.

As in past years the Audit Committee of The Calgary Trades and Labor Council have audited the records of the Federation and report everything in order and correct.

All of which is respectfully submitted.

GORDON G. CUSHING,
Secretary-Treasurer.



RECEIPTS OF THE ALBERTA FEDERATION OF LABOR

November 1st, 1948, to September 30th, 1949

CALGARY	Membership Last Reported	Amount
Trades and Labor Council	—	\$ 12.00
Barbers and Hairdressers, No. 230	50	18.00
Beverage Dispensers, No. 265	180	64.80
Brewery and Soft Drink Workers, No. 240	210	75.60
Bricklayers and Masons, No. 2	44	15.57
Carpenters and Joiners, No. 1779	495	177.66
Carpenters and Joiners, No. 2508 (Mill Workers)	119	42.84
Calgary Civic Federation	—	12.00
City Hall Staff Association, No. 38	152	54.36

Civic Employees' Association, No. 37	200	55.80
Creosote Workers, No. 73	95	30.60
Electrical Workers, No. B 348	362	130.32
Elevator Constructors, No. 122	29	10.44
Film Exchange Employees, No. B 77	33	9.00
Firefighters' Association, No. 255	146	52.56
Hospital Employees' Association, No. 8	150	54.00
Hotel and Restaurant Employees, No. 282	150	40.50
Hod Carrier and Laborers, No. 1111	80	23.25
Laundry and Dry Cleaners, No. 288	75	22.50
Library Employees, No. 124	17	6.12
Machinists' Lodge, No. 357	250	90.00
Maltworkers, No. 241	63	11.34
Maintenance of Way Employees, No. 161	26	41.40
Moving Picture Operators, No. 302	76	13.68
Packing Plant Employees, No. 105	160	75.60
Painters and Decorators, No. 583	63	24.84
Plumbers and Steamfitters, No. 496	70	24.30
Printing Pressmen, No. 201	65	23.40
Railway Carmen, No. 42	50	18.00
Railway and Steamship Clerks, No. 391 (Flour and Cereal Workers)	60	21.60
Sheet Metal Workers, No. 254	32	11.52
Stereotypers and Electrotypers, No. 109	11	3.96
Street Railway Employees, No. 583	295	114.30
Teamsters and Chauffeurs, No. 528	65	21.96
Teamsters and Chauffeurs, No. 590	70	25.20
Teamsters and Chauffeurs, No. 987	280	92.90
Typographical Union, No. 449	68	23.94

EDMONTON

Trades and Labor Council	—	12.00
Bakery and Confectionery Workers, No. 276	160	57.60
Beverage Dispensers, No. 579	194	67.32
Boilermakers, No. 279	17	6.10
Brewery Workers, No. 244	107	39.24
Brewery Workers, No. 257 (Brewery Agents)	76	25.56
Brewery Workers, No. 260 (Soft Drink Workers)	9	3.24
Bricklayers and Mason, No. 1	63	22.68
Building and Construction Trades Council	—	12.00
Carpenters and Joiners, No. 1325	400	144.00
Carpenters and Joiners, No. 2568 (Woodpreservers)	90	32.40
Edmonton Civic Federation	—	24.00
Civic Employees' Union, No. 30	355	127.80
Civil Service Union, No. 52	280	100.00
Electrical Workers, No. B 424	50	18.00
Electrical Workers, No. B 1007	152	54.72
Firefighters, Association, No. 209	151	54.36
Garment Workers, No. 120	252	90.72
Garment Workers, No. 186	15	5.40
Hospital Employees, No. 41	120	66.60
Hotel Employees, No. 93	90	34.20
Hotel and Restaurant Employees, No. 269	145	52.20
Laborers' Union, No. 92	100	36.00
Machinists' Lodge, No. 1579	40	13.86
Moving Picture Operators, No. 371	37	13.32
Musicians' Union, No. 390	200	72.00
Operating Engineers, No. 955	63	11.34
Plumbers and Steamfitters, No. 488	240	79.20
Policemen's Union, No. 74	97	34.92
Printing Pressmen, No. 255	88	32.40
Railway Carmen, No. 530	25	9.00

Stereotypers and Electrotypers, No. 129	9	3.24
Street Railway Employees, No. 569	450	162.00
Teamsters and Chauffeurs, No. 514	500	180.00
Typographical Union, No. 604	100	36.00

LETHBRIDGE

Trades and Labor Council	—	12.00
Beverage Dispensers, No. 54	50	18.00
Brewery and Soft Drink Workers, No. 242	156	54.36
Carpenters and Joiners, No. 846	170	55.80
Civic Employees' Union, No. 70	154	49.55
Electrical Workers, No. 630	61	21.96
Firefighters' Association, No. 237	27	9.72
Flour, Feed and Cereal Workers, No. 126	55	19.62
Hotel and Restaurant Employees, No. 198	125	45.00
Janitors, Handymen and School Van Drivers, No. 290	9	3.24
Railway Carmen, No. 289	20	7.20
Street Railway Employees, No. 987	30	10.80
Teamsters and Chauffeurs, No. 987	40	13.70

MEDICINE HAT

Trades and Labor Council	—	12.00
Barbers and Hairdressers, No. 503	11	3.96
Beverage Dispensers, No. 185	36	12.96
Civic Employees' Union, No. 46	135	38.70
Electrical Workers, No. B 1372	26	2.34
Firefighters, No. 263	22	7.92
Maple Leaf Flour and Cereal Workers, No. 283	69	24.66
Flour and Cereal Workers, No. 121	70	26.10
Hospital Employees, No. 189	38	6.84
Laundry Workers, No. 45	28	5.04
Teamsters and Chauffeurs, No. 987	30	10.40
Typographical Union, No. 451	11	3.96

PROVINCIAL

The Civil Service Association of Alberta	3,000	500.00
Alberta Provincial Council of Culinary Workers, Bartenders and Hotel Service Employees		12.00

BLAIRMORE

Hotel and Restaurant Employees, No. 308	15	5.40
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DRUMHELLER

Hotel and Restaurant Employees, No. 172	42	15.66
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PICTURE BUTTE

Sugar Factory Employees, No. 117	50	18.00
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RAYMOND

Sugar Factory Employees, No. 118	97	34.38
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WAINWRIGHT

Railway Carmen, No. 1449	14	5.04
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Total Per Capita Receipts		\$4,346.39
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Miscellaneous Receipts:

Balance of Pool Fare, 1948 Convention	5.40
Bank Exchange15

TOTAL RECEIPTS		\$4,351.94
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EXPENSES OF THE ALBERTA FEDERATION OF LABOR

November 1st, 1948, to September 30th, 1949

1948 Convention

Resolution Committee	\$190.00
Officers' Reports Committee	132.00
Officers' and Executive Expense	322.50
Stenographers	56.00
Gratuity, caretaker	25.00
Rent	45.00
Signs and Pictures	44.00
Stationery and Supplies	61.27
Printing Resolutions and Reports	240.73
Printing Proceedings	191.81
Printing and Stationery	\$1,308.31
Bank Exchange	293.49
Postage	13.78
	69.17

Officers 'and Executive Expenses:

President's gratuity	250.00
Secretary's gratuity	450.00
December Executive Meeting	236.00
Representation for meat packers	29.30
President tour of Province	166.95
January Legislative Meeting	352.20
Board of Industrial Relations Hearing	87.50
June Legislative Meeting	147.45
President attendance at Conventions	118.00
Secretary attendance at Conventions	36.65
Telephone and Telegraph	1,874.05
Subscriptions	48.38
Per Capita, Trades and Labor Congress of Canada	21.24
Delegates' Expenses, Trades Congress Conventions	10.00
Donation, Alberta Building Trades Council	631.50
Donation, Calgary Trades Council for The Call	40.00
Presentation to retiring President, G. A. McDougall	100.00
Dinner to Trades Congress Executive	83.50
Affiliation, Alberta Education Council	201.00
Repairs to filing cabinet	5.00
	1.72
TOTAL EXPENSE	\$4,701.14

RECAPITULATION

Cash Balance, November 1st, 1948	\$2,431.77
Plus Total Receipts	4,351.94
	6,783.71
Less Total Expenses	4,701.14
CASH BALANCE, September 30th, 1949	\$2,082.57

REPORT FROM EDMONTON DISTRICT

To The Officers and Delegates to the Convention of the Alberta Federation of Labor, being Held in Lethbridge, October 12th, 1949.

GREETINGS:

As your Vice-President for the Edmonton District it has been my duty and privilege during the past year to represent the Federation and its affiliated Local Unions in this area, in company with your President, Brother H. G. Turner, as well as Brother A. Farmilo, also Vice-President.

Much could be said of the activities that have taken place during the past year if space permitted. However, the most important I believe was the action taken by your executive in following out your decisions made at the 1948 Convention held in the City of Calgary. As is established practice, your executive presented the annual Brief to the Cabinet in January of this year, all Officers including myself were present, accompanied by Brother Carl E. Berg, Vice-President of the Trades and Labor Congress of Canada. During the Session your Executive were informed by the Premier that commencing this year committee meetings would be held between Labor, Management and Government Officials to deal with any desired changes in the Alberta Labor Act, it being the opinion of the Cabinet that much more could be accomplished to the satisfaction of all concerned by adopting this procedure.

Meetings commenced on Monday, June 27th, and carried through until June 30th. In attendance were Employer groups and their advisers, all Labor groups in the Province as well as Officials of the Department of Industries and Labor. Briefs presented by all groups were read and discussed, and the Labor Act was reviewed clause by clause. Prior to adjournment, Dr. Robinson, Minister of Industries and Labor, in his concluding remarks suggested that he was of the opinion that the meeting, although the first of its kind in the Dominion of Canada, had been a success. In August of this year your Officers in Edmonton were informed that approximately thirty (30) suggested changes in the Alberta Labor Act would be presented to the Legislative Assembly at the next session.

Also during the past year your Officers in Edmonton attended public meetings held by the Board of Industrial Relations to discuss the matters of shorter working week, vacations with pay, female minimum wages, etc. The result of such meetings has been that ten (10) new Board orders have now been made public, and are included in the latest edition of the Alberta Gazette.

In conclusion, I wish to inform all delegates, that I have appreciated the opportunity of working in close co-operation with Brothers Berg, Turner and Farmilo in this area, and I feel sure that from such co-operation the results will be beneficial to organized Labor in general.

Fraternally yours,

J. CHERRINGTON,
Vice-President, Edmonton.



CALGARY DISTRICT LABOR ACTIVITY

To the Delegates and Officers of Affiliated Unions Attending the 29th Convention of the Alberta Federation of Labor, Lethbridge, October 12, 1949.

GREETINGS:

In submitting this report, I have tried to keep in mind the committee on officers' reports at the convention held in Calgary last year. If I have slipped up on some of the "visitors, etc.", I am sure they will overlook it. Not being an eulogist, I refrain from any eulogy.

Trades Council Affiliations—The first quarterly report of the council for 1949 showed 43 local unions affiliated with the council and the per capita paid on 4,611 members. This falls short of the number of member represented by affiliated unions. Two new affiliations were in up to September.

Organization—It would seem there has been a race for membership between Local 1779, The United Brotherhood of Carpenters and Joiners, and Local 987, International Brotherhood of Teamsters and Chauffeurs; not intentional, but these two locals, militant as they are, have shown results.

Strikes—The only strike was that of the Creosote Workers' Federal Union Local 73 (Trades and Labor Congress of Canada) with the Dominion Tar and Chemical Company . After a bitter battle this strike was settled.

Agreements—

Union Packing Plant Employees (Trades and Labor Congress) Local 105: New agreement rates--male, 95 cents per hour; female, 83½ cents per hour, 44-hour week.

Bakery and Confectionery Workers' International Union, Locals 252 and 590: Obtained a Union Shop, 43-hour week, 5 cents premium for work from 9 p.m. to 6 p.m. This local also completed negotiations with Independent Biscuit Company for a new agreement.

Yeast Workers: New agreement with Standard Brands provides Union Shop, check-off, 44-hour week, 8 paid statutory holidays. The Company will provide lunch on three hours 'overtime, double time for holidays, wages at an increase of ten cents per hour for males and 6 cents per hour for females. The wage rates now vary from 55 cents per hour to \$1.17 per hour.

International Brotherhood Electrical Workers, Local 348: Obtained a new agreement with the city for wages of \$1.50 per hour.

Hotel and Restaurant Employees, Local 282: Now have a new agreement with the Club Cafe, including the "Rand System" of Union membership and an increase of ten cents per hour for all employees, making the wage for a week vary from \$23.00 to \$34.40.

Mill Workers' Federal Union, No. 2508: Have, after bitter opposition, signed a new agreement with A. B. Cushing Mills, on which the rates are not yet available.

Malt Workers' Federal Union No. 241, Trades and Labor Congress: Have agreed with Canada Malting Company Limited for a 12½ cent per hour increase on basic rates to be taken from the cost of living. The starting rates are now 83 cents per hour plus a cost of living bonus of 14 cents per hour. After 20 years' service, the employee receives three weeks' vacation. One statutory holiday with pay is added to the previous six received each year.

Beverage Dispensers' International Union, Local No. 265: Signed a new agreement with the Seymour and National Hotels of Hanna containing the following rates—Combination Man \$42.30 per week; Clerks, \$34.80 weekly; Porters and Janitors, \$33.80 weekly; Head Maids, \$28.80 weekly; Maids, \$26.00 weekly; Maintenance Men, \$33.80 weekly; Assistant Cooks, \$29.80 weekly; Waitresses, from \$22.80 to \$24.80 weekly. Uniforms are supplied, union shop, 8 statutory holidays and vacations with pay.

Film Employees, Local No. 77, I.A.T.S.E.: Agreement calls for increase from \$3.25 to \$5.00 weekly.

Calgary Brewing and Malting Company and Brewery Workers Local 240: Agreement calls for increases of basic rates in plant by ten cents an hour. Starting rate for unskilled help will be \$1 per hour, plus cost of living bonus of 5 cents per hour, adjusted each month . Also provided are vacations with pay and, after four years' service, employees are paid for eight statutory holidays. All employees receive three weeks' vacation with pay after 15 years' employment.

Overall—

Beverage Dispensers' International League Local 265 certified for all Calgary hotels, Banff, High River, Mercoal, Red Deer.

United Garment Workers: Won vote with United Apparel Company; have agreement in force with Hatchwear Company; discussions are under

way with Caldwell Knitting Company. Potential plants are Western Tent and Awning Company, Sprung and Clindinnin Limited.

Teamsters' Local 987 certified as bargaining agents for Marshall Wells.

Building and Construction Workers' Local 1111 for employees of Hornstrom Brothers. This brings to four the number of contractors this union has certified. Ultimate negotiations could be carried on with General Contractors' Association and Builders' Exchange for union agreement.

Local Union 1779 Carpenters and Joiners have staff of three organizers. Five other locals have full-time business agents.

The Calgary Trades and Labor Council is the fifth largest in Canada.

Visiting International Officers and Organizers and others: O. Ernst, President Beverage Dispensers' International League; A. Johnstone, Vice-President Beverage Dispensers' International League; E. S. Miller, General Secretary Hotel and Restaurant Employees; Carl Berg, Vice-President Trades and Labor Congress; D. Gillies, International Representative Bricklayers, Masons, Plasterers; G. Wilkinson, Trades and Labor Congress; Bill James, International Representative Hod Carriers and Common Laborers; Brother Randolph, President Brotherhood of Sleeping Car Porters; C. E. Herrett, Secretary Vancouver Local 120 Barbers and Hairdressers; Harry Boyce, Secretary Lethbridge Trades and Labor Council; Andy Tait, Moose Jaw Trades and Labor Congress; Brother Fred White, U.E.I. regional superintendent Prairie Division; Murdo Campbell, Winnipeg, Manitoba, Unemployment Insurance.

Calgary Trades and Labor Council boasts of a Union reporter on the Morning Albertan, Brother Johnstone, who belongs to the National Union of Journalists, and comes from Great Britain.

The Call, Alberta's only Labor paper, still is issued twice monthly, although it has had to struggle financially to keep afloat. Reports show that this newsy little paper is now operating out of the red. In the four years of its operation, until June of this year, receipts have amounted to \$12,766.38 and expenses have been \$12,634.68. A slight profit was made, but there are many, many members of unions who do not subscribe to The Call. Everyone says it is a first-rate Labor paper. What a yell would go up if this paper should cease to publish. Even now, should an issue be a couple of days late, the Editor's phone gets Merry H—. So, if YOU are not a subscriber, WHY NOT???

Well, fellows, this is "30" for yours truly as a vice-president of the Federation. I have always tried to give you the information I thought in keeping with the Calgary District Labor movement. If I have failed, I do hope you will not hold it too strongly against me. With this report I pass out of the picture with sincerest best wishes for a successful convention.

Sincerely and fraternally,

J. W. BURROWS, Vice-President,
The Alberta Federation of Labor.



REPORT OF LETHBRIDGE AND DISTRICT

To the Delegates and Officers of the
29th Convention of the Alberta Federation of Labor.

GREETINGS:

My report of last year carried an optimistic picture as to the increase in membership we expected to have in our next annual report. The writer fully expected to see an increase of approximately 500 new members, but

will have to be content with an increase of 155. This poor showing is due largely to one very important factor, **no organizer in our area for a period long enough to produce results.** We were fortunate to have Brother Wilkinson of Winnipeg with us for about a week, which is not long enough for an organizer to become acquainted with the ranking officers of our affiliated locals, let alone the necessity of doing missionary work with the unorganized in order to lay the foundation so essential for building a strong organization in trade unionism. However, notwithstanding the lack of an official organizer we are working on a group and expect to have a charter by the time the Convention meets in October.

The writer was happy to assist Brother Sid Parsons of Edmonton and Brother Macleod of Toronto in organizing the Bricklayers, Plasterers and Masons this summer. We are pleased to note that this new local is going right ahead in securing additional members and improved working conditions.

During the past year we organized and secured a Charter for the Lethbridge and District Building Trades Council and look forward to this effort binding together many of the unorganized crafts until such time when each craft is large enough to secure an individual charter of their own.

I was privileged to attend all meetings of the executive of the Alberta Federation of Labor and it was my pleasure to also attend the meeting of the executive with the Provincial Cabinet in January when we presented the brief which outlined your requests made at the 1948 Convention for new or improved labor and social legislation.

At this time I wish to state that through this meeting and drawing to the attention of the Ministers in Council we secured support on our resolution calling for all railroad operated gas-electric or similar units to be distinctly marked with yellow stripes in order to make them more noticeable to motorists, thereby tending to reduce the number of accidents, many of which had been fatal. I am happy to state that today, our resolution bore fruit and since this distinctive marking has been placed on these units the fatalities through collision with motor cars or trucks has dropped to nil in our Province.

We have two locals in Taber, Alberta, and look forward to the opening of the new sugar factory at that point which no doubt will increase our membership in the movement.

In conclusion, I would like to bring to the attention of all that the southern portion of the Province needs an organizer that can devote considerable time to organizing the unorganized and also assisting the existing locals in their many problems that crop up from time to time.

Thanking you and with best wishes for continued advancement of trade unionism.

Sincerely and fraternally,

HARRY BOYSE, Vice-President.



REPORT OF VICE-PRESIDENT FOR MEDICINE HAT

Dear Sir and Brother:

Owing to the fact that this is my first year as the Vice-President of this district, this report will be short.

During the last year, with the co-operation of the Medicine Hat Trades and Labor Council, I have been able to bring back into the fold the Medicine Hat General Hospital Employees' Association, Local 189. In connection with the work in reorganizing this local, I helped negotiate their new agreement. Although this agreement is not as good as the one I expected to obtain, it

is better than the one these employees worked under previously and the employees seem quite satisfied.

The National Porcelain Workers' Federal Union, Local 271, encountered difficulties this year and were on the verge of collapse when I was called in, and with the help of Brother A. G. Gant, President of the local Trades Council, we not only saved this local but were able to increase its membership from seven to twelve members.

The Medicine Hat Trades and Labor Council has made great strides this year, and their membership has increased surprisingly. At the beginning of this year there were thirteen locals affiliated with the Council and a total of four hundred and fifteen members paying per capita tax into the Council. At the present there are fifteen local unions affiliated with a total membership of six hundred and twenty-two, representing an increase of two hundred and seven members or an increase of fifty per cent so far this year. Broken down, this increase shows the Civic Employees' Federal Union, Local 46, with the greatest increase, that of fifty-five members, and the new affiliations, namely the Medicine Hat General Hospital Employees' Association, Local 189, and the Medicine Hat Master Painters' Association (no local number available at present), with memberships of thirty-eight and eight respectively.

The untiring efforts of President Alf Gant, of the local Council is responsible for the bringing in of the Master Painters' Association, and from the reports that have reached me, this Local will more than double its present membership very shortly.

There is no doubt in my mind that labor, as a whole, is beginning to see the benefits of Unionism, but there are still some that would organize but they are afraid of losing their jobs, and in other cases it will require the skill of a super-salesman to even talk to.

I have noted that our rival, the C.C.L., is not quite as active as in the first part of this year, but we must not take this as a sign of weakness for they are quite strong here. It is my hope that we may be able to swing a few unions from C.C.L. to T.L.C. next year, but this is a situation that must be handled delicately and slowly if it is to succeed.

In conclusion, I would like to make a suggestion, and that is that we of the Alberta Federation hold Labor Rallies in the cities and towns where our locals are situated, with the President and Secretary of the Federation on hand to speak on the subject of Unionism and the benefit thereof. It is my firm belief that with proper publicity and advertising we would have large turnouts and increase our present membership considerably.

Fraternally yours,

C. DEASON, Vice-President,
Medicine Hat District.



UNION LABEL REPORT

To the Officers and Delegates of the 29th Annual Convention of the Alberta Federation of Labor, assembled at Lethbridge, Alberta.

GREETINGS:

This has been, in my opinion, one of the most inactive years in regard to Union Label activity and publicity. We had hopes that in this past year the Trades and Labor Congress of Canada would set up a permanent Union Label Committee and that we would gather much information as to Union Label products and services but, due to unfortunate circumstances, very little progress was made in this direction.

We know that the Robert Creene hat carries the Union Label and may be purchased in almost every locality. It is possible to have the Union Label placed on men's suits and some very good dress shirts are being made by the Great West Garment Factory, Edmonton.

One cannot purchase in Canada a pair of Canadian-made shoes bearing the stamp of the Boot and Shoe Workers International Union. It is almost an impossibility to obtain any ladies' apparel with a Union Label.

According to information from the Canadian Union Label League, an affiliate of the Trades and Labor Congress of Canada, vast quantities of merchandise are being manufactured under Union conditions, but many manufacturers do not see fit to place the Union Label on their products, claiming that the discontinuance has not affected their sales and confirms their opinion that organized labor is indifferent as to buying Union products.

What a reproach to organized Labor. It is apparent that our people are sadly in need of education on Union Label and what it means to them. We have been unable to obtain information and literature which would give this education from the present Union Label Departments.

It was suggested at the Trades and Labor Congress Convention that that body approach the American Federation of Labor with a view of setting up in Canada a branch of the Union Label Department. We trust this will be done as soon as possible.

I strongly recommend that the Alberta Federation of Labor in this Convention make available finances and facilities to institute an educational campaign in this Province within this coming year.

Fraternally yours,

ANNA MacLAREN.



REPORT ON NUTRITION AND HEALTH

In my previous reports to The Alberta Federation of Labor, I have outlined the development of Nutritional Education in Alberta and in other parts of Canada. In this Province, the chief organized effort to encourage the study of this subject as a feature of health education has, for several years, been a regular part of the work of the Extension Services Branch of The Alberta Department of Agriculture and the Alberta Department of Health. It is fitting that government departments should direct this work; it ensures a more uniform and consistent effort to present up-to-date and authentic information than would otherwise be possible.

Details of the project and study courses designed to stimulate interest are already familiar to most of the members of the Federation. This useful phase of educational work is carried on without any fanfare or ceremony to mark its progress. For that reason its value as a contribution to the welfare of society is apt to be underestimated. Nevertheless, evidence of the widespread need for greater understanding and practical application of the principles of nutritional knowledge is apparent to any observant person.

In most homes, considerable care and thought is given to the feeding of the infants. The diet prescribed for the baby is adhered to quite accurately until the child is about two years of age. Health surveys show, however, that after that age is reached, the diet of the pre-school age child is not as well supervised. Health officials and nutrition experts emphasize that if the child's diet during this period of growth is deficient in respect to the necessary vitamins and minerals, the harmful effect may pass unnoticed for some time but inevitably shows up later on in conditions indicating some degree of malnutrition. We are becoming aware that the food habits formed in childhood influence the pattern and standard of health in adult

life. It is also obvious that the medical profession is today giving ever increasing attention to nutritional factors in their treatment of many diseases.

Unfortunately, sometimes quite erroneous and harmful half-truths are publicized concerning nutrition. On the other hand, the presentation of even true facts can be over-simplified with the result that a good many people do not realize what a highly complex problem the science of nutrition really is and they acquire the impression that all conditions of ill health can be quickly put right by following for a few weeks "Canada's Food Rules", the official guide for the foundation of well balanced daily meals.

An issue of the Federal Department of Health and Welfare Bulletin dealing with this wrong impression contains this warning: "Improvement of food habits does not bring quick dramatic results. It is not a cure-all. But it does bring long-term dividends in increased life expectancy and lengthening of the period of health and well-being." This statement sums up very well the main purpose of this type of education.

Literature written for the layman's understanding is distributed on request by the Federal and Provincial Departments of Health and the Extension Department of the Alberta Department of Agriculture.

Nutrition Services

The Science of Nutritional Research has contributed extensively towards solving all kinds of problems which formerly seemed extremely remote to any question of diet. Ironically enough, the last war provided great impetus to scientific research in the field of nutrition. In most countries, earnest attention was given to the question "What effect did low nutritional standards have upon the health of industrial workers in relation to the maintenance of full production of essential war materials."

The Federal Office of Nutrition Services, under the direction of L. B. Pett, Ph.D., M.D., made extensive studies covering all classes of war plants. The survey disclosed that dietary deficiencies lowered the health and stamina of employees to the extent that a decidedly adverse effect was shown in their industrial output. An attempt to remedy this handicap to our war effort was made. Campaigns were conducted to impress both workmen and management officials with the importance of adequate and nourishing meals as a means of maintaining good health without which intensive application to continuous work could not be expected. The improved results obtained surprised and gratified those who participated in the endeavor. Similar results were reported from Great Britain and the United States of America.

Since the war, a great amount of important work has been done by the Federal Department of Health and Welfare in co-operation with experts in Provincial Government Departments, Universities and other interested groups. It is important to note that studies now being made are not confined to nutritional problems alone. The scope of enquiry has been extended to include the whole field of Industrial Health and Welfare with the object of trying to prevent much of the ill health arising from various causes and which affect the mental and physical well-being of workers and, indirectly, their families.

The Federation will be interested in the following information which was given to me by the Deputy Minister of the Alberta Department of Health, Dr. M. R. Bow:

Several labor organizations in other provinces have requested service in this direction and have made suggestions that their provincial Departments of Health set up bureaus staffed with competent medical, technical and personal advisors who will be available to discuss with the workers and management officials, problems which are liable to prove health hazards.

As a result of similar requests from Labor, this particular trend has already become well established in the United States.

I quote from a report prepared by Dr. F. S. Parney of the Federal Department of Health and Welfare: "In the United States most states have now established bureaus of Industrial Hygiene or Occupational Disease Prevention." Dr. Parney further comments in reference to giving advice of a personal nature to workers: "This phase of Industrial Workers' Health and Welfare is well within the scope of National Health and is as much the responsibility of the Industrial Physician and Official Health Organizations as would be lead poisoning or typhoid fever."

I respectfully suggest that this matter be given consideration by the Alberta Federation of Labor. Dr. Bow expressed his willingness to give further details should the Federation desire to discuss the matter with him. This appears to be quite an important trend in the field of Public Welfare. The idea seems aptly expressed in the definition contained in the Constitution of the World Health Organization of the United Nations Assembly: "Health is a state of complete physical, social and mental well-being, not just the absence of disease or infirmity."

Sincerely,
ADA L. FARNILO

Edmonton, Alberta.

October, 1949.



REPORT OF LABOR REPRESENTATIVES ON THE BOARD OF INDUSTRIAL RELATIONS

To The Officers and Delegates of the
Alberta Federation of Labor Convention.

GREETINGS:

It has been our privilege in the past to submit to the Convention a report of our stewardship as your representatives on the Board of Industrial Relations, and we are again pleased to submit to you the following report of work done by the Board since the last Convention.

The Board has held twenty-six meetings for the six-month period of 1949, compared with thirty-nine for the year 1948. A Province-wide survey was also held with meetings at Edmonton, Calgary, Lethbridge, Medicine Hat, Drumheller, Red Deer and Grande Prairie at which both Employers and Employees were represented and oral and written briefs submitted. These hearings were Public and dealt with amendments to Board Orders in regard to Hours of Work, Minimum Wages, Holidays with Pay, etc. It is not our intention at this time to elaborate on the amendments as the Honorable Dr. John L. Robinson, Minister of Industries and Labor, will give a full report when he speaks at the Trades and Labor Congress of Canada Convention being held in Calgary, September 15th, and they will also have been gazetted by the time the Federation Convention is in session on October 12th. We would say though that we feel that these amendments will be of further benefit to Labor.

The full Board now deals with all applications for Handicap Permits, exemptions from either the Minimum Wage Act or Hours of Work Act, Apprenticeship Contracts for Trades not governed by the Apprenticeship Act, etc., etc. By granting certain exemptions as to days of rest and hours of work, etc., for certain sections of the Oil Industry under special conditions, but retaining the principles of the Act in the exemptions granted, the Board has helped in no small measure in the rapid development of the Oil Industry in this Province more particularly in the Leduc, Redwater and Woodbend areas. This has encouraged secondary Industries and tremendous exploration work in other districts, with the consequent employment of a large addi-

tional number of our people in the Province resulting in expansion of the Labor Movement. It could be truly said that not only has this been of benefit to the Province, but to the people of the Dominion as a whole.

The Alberta Federation of Labor in convention assembled has from time to time asked the Department of Industries and Labor to increase the Inspection and Conciliation staff and we are pleased to report at this time there has been a substantial increase in both these departments the effect of which has not yet been fully felt, but will result in the future in the country points receiving more regular inspections; business places in the cities being given close attention; and a continuation of the past satisfactory conciliation work by members of the Board's staff. The following tabulation of the work done by the staff for the Board will, we think, bear out the above statement. You will also note from the figures below that in general Employers are more strictly adhering to the Alberta Labor Act and the Board Orders issued under authority of the Act, and we feel certain there will be further improvement in this respect.

	6 Months	Year
Inspections	1949	1948
Complaints Investigated	17,776	25,109
Money collected for under-payment of minimum wages including overtime	2,125	3,517
Money collected in lieu of Holidays	\$44,637.94	\$72,701.47
Male Employees affected	\$20,426.84	\$22,243.45
Female Employees affected	1,837	3,374
Industrial Standards Schedules in effect	927	2,115
Industrial Standards Schedule Inspections	28	26
Complaints Investigated	316	500
Total No. Certifications Jan., 1949, to July, 1949	61	147
Approved	74	
Refused	46	
Conciliations (Total)	28	
Successful	67	
Pending	31	
To Arbitration	5	

In conclusion, we are again very happy to report, as in the past, the relations with the other members on the Board and also the Chairman have been very cordial and co-operative, and we would like at this time to express our appreciation for their tolerance and goodwill towards both of us. We are confident that the same good relations will continue in the future. We also want to thank all the Officers and members of affiliated locals for their help and kind consideration freely given to us, and we can assure you all that it is our earnest desire to serve you to the best of our ability at all times.

All of which is respectfully submitted.

DAVID MATHIESON,
Board Member, Board of Industrial Relations.

D. B. MACKENZIE,
Board Member, Board of Industrial Relations.



REPORT ON WORKMEN'S COMPENSATION

To the Delegates and Officers of the 29th Convention of the Alberta Federation of Labor, Lethbridge.

GREETINGS:

In submitting to you this resume of the Alberta Workmen's Compensation Act for the year past, it is interesting to note in passing that the provisions

made for permanent partial or total disabilities are continuous and when a pension in case of death or total disability is set up for a person, it continues for life.

The difference that exists in this type of legislation and the system previously under the common law, is that the benefits to the workmen and their families secured under our legislation is accomplished without any litigation cost to workmen or their families.

Purpose of the Act

The purpose of the Act is to provide compensation and medical treatment for the workman suffering personal injury arising out of and in the course of his employment or for his dependents where the accident results fatally. "Accident" includes disablement arising out of and in the course of the employment. Under our Act, compensation also includes medical aid and treatment and is paid for by assessment on the employer.

Features

The underlying principles of the Act are:

To make industry responsible for compensation to workmen as a result of injury suffered in their employment to the extent of two-thirds thereof and provide medical treatment. This means that industry is providing for the insurance of its workmen against accidents arising out of their work.

A feature that is of interest is that negligence on the part of either the employer or the workman does not affect a claim under the Act and former legal defences of common employment and voluntary assumption of risk are no longer applicable. This means that the workman's claim is not prejudiced by the mere fact that he was negligent, although, if his negligence amounts to serious and wilful misconduct, it may have the effect of disqualifying him for compensation.

The benefits provided by the Act are in lieu of the right of an action at law for damages and such actions cannot be maintained for claims that come within the scope of the Act.

Many are the features of value to workmen in this piece of legislation and to deal with them all at this time would take too many pages of this report. I am, therefore, submitting a few interesting figures which are comparative for the years 1948 and 1949:

	1949	1948
Compensation	\$ 1,190,156.89	\$ 868,714.04
Pension Awards	1,581,821.96	943,288.88
Medical Aid	662,862.00	475,733.62
	<hr/>	<hr/>
	\$ 3,434,780.85	\$ 2,287,736.54
Pension Payments	\$ 561,332.88	\$ 485,340.94
Claims Reported	21,324	18,547

You will note by the figures quoted that there has been a considerable increase in compensation payments. Workmen have benefited during the year in accordance with the increased payments of compensation and medical treatments. It is also interesting to note that the number of accidents reported has increased. Even though the Board has extended its accident prevention department with the growth of industry, we find that the total number of accidents is up.

I submit the following figures for your information:

Number of Accidents Reported

	Total Accidents	Fatal
1949 (estimated)	32,000	—
1948	28,557	101
1947	25,864	87

1946	23,068	64
1945	19,154	74
1944	19,286	48
1943	19,700	73
1942	18,680	59
1941	16,928	97
1940	14,632	47
1933	8,160	21
1929	14,899	72

Total number of accidents reported to August 31st, 1949—417,298

The principles underlying this type of legislation can best be described as follows:

1. Adequate compensation according to the Act.
2. The best medical care that the province affords and for as long as the disability lasts.
3. Life pension in all serious disabilities, not influenced by future earnings.
4. Artificial appliances without cost to the claimant and kept in repair or replaced during his life.
5. Re-training or re-education where necessary and where possible.

In this report I have tried to give you such information as will, I hope, enable you to better understand the present Act and the nature of its administration, all of which is respectfully submitted.

A. FAMILIO, Commissioner,

Workmen's Compensation Board of Alberta.



THE FIFTH ANNUAL REPORT OF THE LABOR REPRESENTATIVE OF THE APPRENTICESHIP BOARD, PROVINCE OF ALBERTA.

To the Delegates and Officers of the
29th Alberta Federation of Labor Convention.

GREETINGS:

Considerable progress has been made in the development of the Apprenticeship Training Program in this Province during the past year. Although the Statistical Report for the month of September is not completed at the time of the issuing of this report, the Director informs me that the approximate number of apprentices is slightly less than last year. However, over six hundred have now received Certificates of Completion of Apprenticeship as compared to the two hundred this time last year, while approximately two hundred more cancellations took place during the current year.

The Apprenticeship Board, along with the Local Advisory Committees, have held hearings at Edmonton, Calgary and Lethbridge to discuss proposed amendments to the General Regulations respecting the various trades. This was followed by a meeting of the Board with the Provincial Advisory Committee in Edmonton on May 5th, 1949, and resulted in the publication of the new regulations for the Building Trades in the Alberta Gazette on September 15th, 1949.

The highlights of these changes are as follows:

1. The general up-grading of the rates of pay for apprentices in all trades.
2. All increases in pay to apprentices are now automatic on the due dates, and in the case of an apprentice failing to pass the necessary

trade test and examination, the employer must apply to the Board to have his wages frozen until he passes the next examination.

3. All employers must register with the Director.
4. All those employed as "helpers" in the designated trades must register as apprentices before December 31st, 1949, if they expect to receive any credit for past experience.
5. Every employer must release his apprentice to attend the necessary technical training courses.

We are also pleased to report that the Government has seen fit to increase the field staff. Under the new plan, there is a staff of six field supervisors, four of which go into the schools as instructors during the winter months, and four instructors who work as field supervisors during the summer months. This will result in better supervision in the field and a closer link between industry and the school. It also, through the permanency of employment, makes it possible to secure and hold better qualified instructors and field supervisors. With this in operation, we can expect to see great progress in field work next summer.

Another forward step is the combining of the administration of the Apprenticeship and Tradesmen's Qualification into one office. This has helped to remove many of the apparent conflicts. The training in school has continued to improve. Last winter the first basic training course was tried out on the Bricklayers and proved to be highly successful. This year six months' basic training courses are commencing in Carpentry, and Sheet metal, with shorter basic training courses for Painters and Plasterers. The Motor Vehicle Repair Trade, Plumbers and Electricians have elected to follow the school training on the same program as former years. With the addition of the new field staff, it is hoped that in the near future, we will be able to resume meetings of the Local Advisory Committee periodically.

Again, the Board is very pleased with the co-operation received, both from labor organizations and employer organizations, as well as the individual employer.

Sincerely and fraternally yours,

A. MOGRIDGE.



REPORT OF DELEGATES TO THE 64th ANNUAL CONVENTION OF THE TRADES AND LABOR CONGRESS OF CANADA, HELD IN THE CITY OF CALGARY, SEPTEMBER 15th to 23rd, 1949.

To the Officers and Delegates of the 29th Annual Convention of the Alberta Federation of Labor, to be held in the City of Lethbridge, October 12-13-14, 1949:

In compiling a report of this nature it is obvious that all the details of such a large and lengthy convention cannot be covered, nor do we intend to try. We, therefore, shall confine the report to the essential and the more important matters.

The Convention was called to order in the Mewata Barracks on Thursday, September 15th, at 10 a.m. by Brother A. E. Brunton, President of the Calgary Trades and Labor Council, who conveyed to the Officers and Delegates the greetings and good wishes of the Council. Brother Brunton gave a brief sketch of the history of the Council and its growth. He then introduced Calgary's Labor Mayor, Brother J. C. Watson, a member of Electrical Workers' Union No. 348, of which he was an officer for many years. Mayor Watson welcomed the Convention to Calgary and extended the best wishes of the citizens of the city to the Officers and Delegates.

Brother H. G. Turner, President of the Alberta Federation of Labor, welcomed the Delegates on behalf of the Federation and extended to them the warm wishes of that body for a successful convention and a pleasant time while in Alberta.

Hon. J. L. Robinson, Minister of Industries and Labor, brought the greetings of the Government of Alberta to the Convention and gave a comprehensive review of Labor legislation in this Province.

Carl Stimpfle, President of the Farmers' Union of Alberta, conveyed to the Convention the good wishes of his organization and emphasized the necessity of the Farmer and Labor elements in our Society working together for the emancipation of both.

Brother Brunton then handed the gavel to President Bengough of the Congress, who declared the Convention duly open for such business as may legally come before it.

At this point a presentation of real cowboy hats was made to all officers of the Congress and to the Fraternal Delegates.

The first official business of the Convention was the report of the Committee on Rules and Order. Hours for the sessions were approved as being from 10 a.m. to 1 p.m. and from 3 to 6 p.m., with night sessions if and when found to be necessary. In recognition of the Congress' advocacy of the five-day work week it was voted that Saturday be declared a holiday.

At the adjournment of the Friday morning session the official photograph was taken in Mewata Stadium.

On Friday afternoon a report was heard from Delegate Strong of the Newfoundland Federation of Labor on Labor conditions in the new Province. Brother Strong reported good progress being made in wage rates and general working conditions and was hopeful of continued progress in this respect. At 4:15 p.m., the Convention, finding itself with no committee ready to report and nothing to proceed with, adjourned to 10 a.m. Monday, September 19th.

On Monday morning the addresses of the Fraternal Delegates were heard. The Delegate from the British Trade Union Congress, Brother Joseph A. Hall, C.B.E., J.P., was the first to be heard. Brother Hall's address was an oratorical gem and your delegates regret the impossibility of including it in this report. It was during this week-end that the news of the devaluation of the pound sterling and the Canadian dollar broke. In commenting on this, Brother Hall, amid thunderous applause, dramatically shouted: "I here and now warn the United States that this is their day. But the British people would rather have witnessed another Dunkirk than that which they have witnessed today. However, we have conquered crises before and we shall conquer this one." A full report of Brother Hall's address was distributed to the delegates later during the Convention.

Herbert Bradley, Fraternal Delegate from the American Federation of Labor, was then called up for his official address. Brother Bradley paid high tribute to the British Fraternal Delegate and to the British people, as well as to the people of Canada and the Officers and Delegates of the Convention. However, most of his address dealt with the infamous Taft-Hartley Act and the efforts on the part of Labor to defeat and eliminate from public office those responsible for it and those who support it. Brother Bradley emphasized the fact that there is no class of Society to whom political wisdom is more important and who have more at stake politically than the working class. Speaking of the Communist problem, he said: "They are weeds that must be eradicated as you would any obnoxious weed that grows in your garden."

On Monday afternoon the Committee on Officers' Reports brought in a recommendation that the action of the Congress Executive in suspending

the Canadian Seamen's Union be endorsed; that the suspension be made permanent and that a roll-call vote be taken on this latter part of the recommendation. After a long and bitter debate, during which the Congress Executive were subject to strong criticism, the recommendation of the Committee was adopted. It was announced that the roll-call vote would be the first order of business on Tuesday morning.

The roll-call vote took up all of the Tuesday morning session. The poll closed at 12.30 p.m., and the result was announced as follows: Total vote polled, 779. Yes, 702; No, 77.

The Financial Statement was presented on Tuesday afternoon, covering the period for the twelve months ending June 30th, 1949. It showed total revenue for the General Account as being \$100,827.24 and expenditures of \$68,327.42, with an excess revenue over expenditure of \$32,499.82. The supplementary statement on the special twenty-five cent assessment for organizing purposes showed receipts for only \$4,078.59. A very poor showing in view of the fact that the Congress boasts of a membership of approximately 450,000.

The Committee on Resolutions presented a resolution advocating the forty-hour work week in all Canadian industry and calling upon the Congress Executive to institute a campaign on a national scale as well as through Provincial machinery to establish the forty-hour work week.

A number of resolutions dealing with Foreign Policy were reported by the Committee which recommended non-concurrence, on the ground that the resolutions bore the definite stamp of Communist propaganda and the Committee did not care to associate itself with this sort of propaganda. This produced another wave of furious debate but finally the recommendation of the Committee was adopted.

Another resolution called upon the incoming Executive to co-operate with the American Federation of Labor and the British Trade Union Congress in the formation of a Free International Trade Union Centre, based upon the ideals of freedom and democracy and opposed to all forms of Totalitarian ideology, whether Communist or Fascist. This was approved by the Delegates.

One resolution which would require International Unions in Canada to pay per capita tax on their membership direct to the Congress was not concurred in on the ground that their International Constitutions do not permit this and the Congress has no power to change their Constitutions or order them to be changed.

On Wednesday morning the Hon. Humphrey Mitchell, Minister of Labor in the Federal Cabinet, addressed the Convention. The Minister gave a review of the Government's Labor and Social Legislation. One declaration of the Minister's which caught the fancy of the Delegates was that there will be no Taft-Hartley Act in Canada while he is the Minister of Labor.

On Wednesday afternoon the Committee on Constitution and Law's reported occupied practically the entire session. Numerous amendments to the Constitution were adopted and a new set of by-laws to govern Federal Unions was adopted. All these changes will be incorporated in the revised Constitution which will be issued in due course.

The elections were held on Thursday morning with the following results: President, Brother Percy R. Bengough, re-elected by acclamation. Secretary-Treasurer, Brother Gordon Cushing, Calgary, defeated Brother H. Sedgwick, Hamilton, Ont., by a vote of 427 to 361. Vice-Presidents: For the Maritimes, J. A. Whitebone, re-elected by acclamation. For Quebec, E. Beaudoin, the former Vice-President was defeated by Claude Jodoin, President of the Montreal Trades and Labor Council, by 385 to 383. Ontario, William Jenovese was re-elected by acclamation. Prairie Provinces: The veteran Carl Berg handily

defeated J. McDuffy of Brandon, Manitoba, by a count of 466 to 319. British Columbia: Birt Showler, running for re-election, defeated two opponents, the result being Showler, 510; Alex Gordon, 189; W. N. Black, 79.

For Fraternal Delegate to the British Trade Union Congress, R. K. Gervin, Vancouver, won over A. R. Johnstone, Toronto, and in the contest for Fraternal Delegate to the American Federation of Labor, Calgary's "Bob" Rントoul won over several other delegates by a comfortable margin.

The Quebec delegates put on a strong drive for Montreal as the next Convention city. The selection is in the hands of the Executive, but it is probable that Montreal will be the choice.

In mentioning the elections, Alberta delegates were delighted to see their own Gordon Cushing chosen for the high position of Secretary-Treasurer. They felt very strongly that the good job he has done with the Calgary Trades Council and with the Alberta Federation of Labor entitled him to the promotion and though sorry to lose him in Calgary and reluctant, in some measure, to see him leave Alberta, they, nevertheless, put on a spirited campaign for his election and were elated when the result was announced. They were glad also to see the old war horse, Carl Berg, re-elected and, on the whole, they were well satisfied with the result generally. Bob Rントoul did a wonderful job as chairman of the Entertainment Committee and deserved the honor given him.

The Convention was slow and draggy throughout the week but on Friday it showed that the machinery can speed up when it has to. On Friday some two hundred resolutions were disposed of running all the way from the Atlantic Pact to the traffic problems of Montreal, to quote the Calgary Albertan. They were travelling so fast at one time that 120 resolutions were disposed of in less than two hours. It was practically impossible to keep up with them. Available space prevents enumerating them here but they will be included in the official report, copies of which all Secretaries and Delegates will receive. It may be stated here that the proposal for the block system of voting was turned down. Also, the section of the Constitution dealing with representation was somewhat drastically changed and will result in decreased representation at future conventions.

It was reported that 1,127 credentials had been returned, but the official number of Delegates in attendance was 881, indicating that some of these whose credentials had been returned did not attend.

The Convention took final adjournment on Friday, September 23rd, at 5 p.m.

This report would not be complete without a word of praise for the local committee on arrangements and entertainment. They did a magnificent job. All Delegates and other visitors were well housed and fed. They were well entertained and refreshed. The trip to Banff and Lake Louise on Sunday, September 18th, was the highlight of the entertainment program. To those who saw the majestic splendor and the awesome beauty of the Rockies for the first time, it was an experience they will always remember. Those who were seeing them again will have one more pleasant experience to record. All Delegates were loud in their praise of the very splendid time they had in the City of Calgary. They all expressed their regret at having to leave and their hope that some day in the not-too-distant future they would be returning for another visit.

Your Delegates appreciate the opportunity afforded them to serve the Federation in this capacity. They have endeavored to perform the task assigned to them to the best of their ability.

This report respectfully and fraternally submitted by your Delegates.

D. P. MORRISON.
THOMAS STEELE.
R. P. Rントoul.

The Chairman then requested the Secretary to read the referrals of Resolutions and Reports to the various Committees, as follows:

REFERRALS

Resolutions No. 1 to 41 inclusive are referred to the Committee on Resolutions.

Resolution No. 42 is referred to the Committee on Workmen's Compensation.

Referred to the Committee on Officers' Reports

Report of the President and Secretary commencing on Page 3.

Report of Secretary-Treasurer commencing on Page 6.

Report from Edmonton District commencing on Page 10.

Report of Calgary District Labor Activity commencing on Page 10.

Report of Lethbridge and District commencing on Page 12.

Report of Vice-President for Medicine Hat commencing on Page 13.

Report of Nutrition and Health commencing on Page 15.

Report of Labor Representatives on The Board of Industrial Relations commencing on Page 16.

The Fifth Annual Report of the Labor Representatives of the Apprenticeship Board, Province of Alberta, commencing on Page 19.

Report of Delegates to the 64th Annual Convention of The Trades and Labor Congress of Canada, held in the City of Calgary, September 15th to 23rd, 1949, commencing on Page 20.

The Union Label Report, commencing on Page 14, is referred to the Committee on Union Label.

The Report on Workmen's Compensation, commencing on Page 18, is referred to the Committee on Workmen's Compensation.

President Turner then called upon Brother Harry Boyse, Chairman of the Local Committee, for the announcements, following which the Convention adjourned to reconvene at 9:30 Thursday morning.

THURSDAY MORNING SESSION — OCTOBER 13th, 1949

President Turner called the Convention to order at 9:30 a.m., and called upon Brother Fred Sloane, Chairman of the Committee on Rules and Orders, who reported as follows:

RULES AND ORDER

To the Officers and Delegates of the 29th Convention of The Alberta Federation of Labor your Committee on Rules and Order desire to report as follows:

1. The Convention for each morning session shall be convened and shall be called to order at 9:30 a.m. and shall continue in session until 12 o'clock noon. Afternoon sessions shall convene at 2:30 p.m., and shall remain in session until 5 p.m.
2. Rules of Debate:
 - (a) If a delegate, while speaking, be called to order, he shall, at the request of Chair, take his seat until the question of order has been settled or decided.
 - (b) Should more than one delegate wish to speak at the same time, the Chair shall decide who is entitled to the floor.
 - (c) No delegate shall interrupt another in his remarks, except to a point of order.
 - (d) A delegate shall not speak more than once on a question until all who wish to speak have had an opportunity to do so.
 - (e) Speeches shall be limited to five minutes, except when moving a resolution, when a delegate shall be allowed ten minutes.
 - (f) When a question is pending before the Convention, no motion shall be in order except, to adjourn, to refer the previous question, to

postpone indefinitely, to postpone for a certain time, to divide, or amend, which motions shall have precedence in the order named.

- (g) A motion to reconsider shall not be entertained except when made by a delegate who voted in the majority, and shall receive a majority vote.
- (h) Reports of Committees are not subject to amendments, except such as is preferable to the Committee, but a motion to refer back to the Committee for reconsideration shall be in order.
- (i) A delegate upon taking the floor shall give his name, the organization he represents and the City, before addressing the Convention.
- (j) No resolutions shall be considered by the Convention that have been received less than thirty (30) days prior to the Convention. Resolutions submitted contrary to the above can only be dealt with by an unanimous vote of the delegates present.

Cushing's Manual or Roberts' Rules of Order shall govern all debate.

On motion duly moved and carried, the Report of the Committee on Rules and Order was adopted and became the Rules of Procedure for the Convention.

The Secretary reported that a change would be necessary in the Chairmanship of the Committee on Thanks and moved that Brother A. Mogridge be appointed as Chairman of the Committee on this. On the question, the motion was adopted.

President Turner then called upon Brother S. J. Sligo, Chairman on the Committee of Officers' Reports, who reported as follows:

Mr. Chairman and Delegates:

REPORT OF PRESIDENT AND SECRETARY

Your Committee on Officers' Reports, after giving full study to these Reports, wish to submit the following:

In presenting to you the work of your Officers, your Committee again wishes to commend the Officers for their successful efforts in keeping the Alberta Federation of Labor free from politics.

In paragraph 5 of Page 1 of Officers' Reports, your Committee notes the lack of consideration by the Government to the Labor Legislation presented to the Assembly January last; however, your Committee is of the opinion that sound judgment was shown by the Government in not considering any Labor Legislation at that time, which was later justified by the results of the Conference called by Dr. J. L. Robinson, Minister of Industry and Labor. Your Committee is of the firm opinion that Conferences of this nature should be held annually.

In paragraph 9, Page 1, your Committee notes with satisfaction that hearings of the Board of Industrial Relations had been held throughout the Province, and we are of the opinion that such hearings should be continued.

LEGISLATIVE REVIEW

Old Age Pensions.—We note that Old Age Pensions have been increased to \$47.50, but your Committee is firm in its belief that it is still not adequate to meet the demands of the present-day cost of living.

Mothers' Allowance—Your Committee notes with satisfaction the increase in the Mothers' Allowance but is of the opinion that this is not a sufficient increase to meet present conditions.

Holidays With Pay, Construction Industry—Your Committee notes with a great deal of satisfaction that Order-in-Council No. 6 has been amended to the effect that holidays with pay credit shall be 4% from date of employment.

Female Minimum Wages—Your Committee notes with satisfaction the increase in Female Minimum Wages but deplores the fact that the female employees in Hospitals and Nursing Homes are not covered by this Act, and would urge the Executive of the Alberta Federation of Labor to continue its efforts to have these employees brought within the scope of this Order.

Holiday With Pay, Order No. 5—Your Committee is pleased to note that this Order has been amended and has eliminated the 275 days that were required to qualify under the old Order.

Representations—Your Committee commends the Officers for their policy of maintaining relationship between other Organizations and urges that this policy be continued.

Organization and Affiliation—Your Committee notes with a great deal of satisfaction the increased affiliation with the Alberta Federation of Labor; the fact, too, that a full-time Organizer has been placed in the Alberta Field gives rise to the hope that the affiliation will be further strengthened during the forthcoming year.

Conclusion—In conclusion, it would seem fit at this time for your Committee to pay tribute to the work of the President and Secretary of this Federation. We note with satisfaction the spirit of harmony and co-operation that has existed between our senior officers. Undoubtedly this is one of the chief reasons for the effectiveness of the Federation as a whole.

Your Committee recommends adoption of this portion of the Report.

REPORT OF SECRETARY-TREASURER

In reviewing the Report of the Secretary-Treasurer, your Committee is pleased to note that the affiliation with the Federation has been practically doubled since 1945. While we feel that this is not a true picture of the actual membership that should be affiliated, it nevertheless is encouraging.

It is obvious from the Report that some Organizations are not paying per capita on their full membership. Your Committee recommends that all delegates at this Convention take particular note from this Report, of the number of members now being paid for by their Local. If this number does not coincide with their actual membership, we urge them to take the matter up with their Executive Officers.

At this time, it is worthy of note that the work of our Secretary-Treasurer has continued on a highly commendable basis. During his tenure of office, the membership has increased appreciably and the financial position has been considerably strengthened.

We have learned, with regret, that the Secretary is about to leave the Alberta Federation of Labor for a larger field of endeavor. While we feel that this is a loss to the Labor Movement in this Province, we wish him every success in his new undertaking.

Your Committee recommends the adoption of this portion of the Report.

REPORT OF VICE-PRESIDENT AND LOCAL DISTRICTS

Your Committee has carefully studied the reports on the Vice-Presidents of the various districts, and we wish to commend them on their work as their work is of great importance in acting as Liaison Officers between their district locals and the Federation, and we urge the delegates to carefully study their reports.

NUTRITION REPORT

Your Committee moves the adoption of the Nutrition and Health Report, so well prepared to ably cover the subject. The Committee is of the opinion that each delegate should carefully study this Report, and that the Extension Service Branch of the Department of Labor should continue its educational work in this connection, which is extremely important to all people.

Your Committee have taken particular note of the reference in the Report of Dr. F. S. Parney of the Federal Department of Health and Welfare, and recommends that the incoming Executive make a complete study of Dr. Parney's Report with a view to having a bureau of this nature established in the Province.

We wish to extend our sincere thanks to Mrs. Ada L. Farmilo for her report.

REPORT OF LABOR REPRESENTATIVES ON THE BOARD OF INDUSTRIAL RELATIONS

Your Committee views, with a good deal of satisfaction, the report of the Labor Representatives on the Board of Industrial Relations. It is our considered opinion that the approach of the Board of Industrial Relations to the problems of organized Labor, generally, has been worthy of high praise; however, we note, with concern, the large number of violations as shown by the amount of money collected for underpayment of minimum wages, including overtime.

The only conclusion we can come to is that the penalties, as provided for by the Alberta Labor Act for violations of this nature, are not being enforced by the Department, and we strongly urge that these penalties be enforced in order to deter employers from continued infractions of this kind.

INSPECTIONS AND CONCILIATIONS

We are pleased to note that the Department has acceded to the numerous requests for increased inspections and we also commend the efforts of the Board to bring about amicable settlements by way of conciliation.

REPORT ON APPRENTICESHIP ACT

Your Committee, in recommending the adoption of this Report, desires to point out that a definite forward step has been made with the combining of the administration of the Apprenticeship Act and Tradesmen's Qualifications Act into one office. It still remains that all organizations concerned continue to exercise vigilance to the end that all apprentices become more fully qualified as competent Journeymen.

We would also like to commend Brother Mogridge for his very comprehensive Report.

REPORT OF DELEGATES TO THE 64th ANNUAL CONVENTION OF THE TRADES AND LABOR CONGRESS OF CANADA

Referring to the Report of Delegates to the 64th Annual Convention of the Trades and Labor Congress of Canada, held in the City of Calgary, this Report speaks for itself, but we would be remiss in our duties if we did not draw your attention to the second last paragraph in the Report referring to the hospitality of the Labor Movement in the City of Calgary.

All members of the Alberta Federation of Labor must indeed be proud of this grand gesture of hospitality on the part of Calgary Labor.

The Committee concurs in this Report and I move the adoption of the Report as a whole.

Signed: S. J. SLIGO, Chairman
 C. PRIESTLEY, Secretary
 WALTER G. RATCLIFFE, Member
 H. E. WINTEMUTE, Member
 CHARLES GILBERT, Member

During consideration of the Report of the Committee on Officers' Reports, many Delegates spoke on certain sections of the Report which can be briefly summarized as follows:

In reviewing the Financial Report, the Secretary-Treasurer announced to the Convention that two new Unions had affiliated with the Federation since the Report had been prepared; namely, the International Alliance of Theatrical Stage Employees, Local 212, Calgary, and the International Association of Bridge Structural and Reinforcing Iron Workers, Local 720, Edmonton, and these would be reported in the Official Report next year. They, however, increased the affiliation of the Federation to 109 Unions and 14,196 members.

The Secretary urged the Delegates to insist that their respective Unions pay per capita tax on their full membership. By so doing, the Affiliated Unions would help the Federation both financially and in Organization. In two cases, brought to his attention during the Convention, the Federation was being short-changed over 700 members by two Unions, and this unhappy situation prevailed all through the affiliates of the Federation.

Delegate C. E. McDougall, of Calgary, expressed his disappointment that there was no expense this year for educational work and felt that the Federation should continue the Educational Program commenced a year ago.

Delegate A. Farmilo, Edmonton, commented on the education work carried on, and particularly in the matter of the Secretary acting as an Instructor at the Summer Workshop of the Alberta Teachers' Association.

The Secretary, in reply, stated that the Federation had had a large quantity of educational material on hand from the previous year and it had not been necessary to have any more printed. Also, during the year, there had been very few changes in legislation or regulations, and, up until Convention time, it had not been necessary to send any circulars to Local Unions to be included in the legislative booklet prepared a year ago. The Secretary also outlined to the Convention the workings of the Alberta Teachers' Association Summer Workshop and expressed the thought that it would be well for Labor to look into the possibility of conducting a Summer School on Labor problems. A number of questions were asked on the procedure followed, the minimum number that would be accepted, the maximum number, cost, and so on, and there was a real healthy discussion on the possibilities of conducting a Summer School.

On motion, it was duly moved and carried that the incoming Executive of the Federation be empowered to investigate the possibility of conducting a Summer School for Labor at the Banff School of Fine Arts and to report their findings to the Affiliated Local Unions in sufficient time for members to register if a School was conducted.

Delegate D. B. McKenzie, of Calgary, in commenting on the Report of the Board of Industrial Relations and the comment of the Committee, expressed the thought that it was better for the Government to collect money owing for overtime or Minimum Wage infractions and pay it to the workers, rather than prosecute employers and fine them in Police Court.

Delegate Charles Gilbert, Edmonton, stated that the Committee was desirous that both things be done, that was — collect the money for the worker and also prosecute the employer, and felt that in this way it would educate employers not to break the Laws of the Province.

Also commenting on the Report of the Board of Industrial Relations, Mrs. Ross, a member of the Board, stated that the large increase in monies collected had been brought about by the larger staff of Inspectors now employed, who naturally made more inspections, particularly in the smaller towns throughout the Province, and, this year, where most of the infractions of the Regulations was being found.

On motion, duly made and carried, the report of the Committee on Officers' Reports was adopted as presented.

President Turner then called upon Brother Wes. Stanton, Chairman of the Committee on Resolutions, to report as follows:

On motion, duly made and carried, it was agreed that the "Whereas" of Resolutions be not read.

Resolution No. 1, by International Brotherhood of Electrical Workers, Local Union 348, Calgary.

WHEREAS Qualified Journeymen Electricians who have taken or desired to secure employment in the Province of Alberta have been requested to register under the Apprenticeship Act or have been asked to write examinations regardless of the number of years' experience or other qualifications they may have, including journeymen's or master's license from other provinces and holding I.B.E.W. journeymen cards; be it therefore

RESOLVED that the Alberta Provincial Government be requested to "Recognize the I.B.E.W. Journeymen's card and issue a proficiency certificate to all of those who apply for same with letter from a chartered Local Union of the I.B.E.W. in Alberta certifying the applicant has passed a Board of Examiners and has served the required time at the trade on the payment of the regular fee for such certificate," and that the Regulations respecting the Qualification of Tradesmen in the Electrical Industry be so amended by adding the aforementioned.

The Committee recommended concurrence in this Resolution.

Delegate C. E. McDougall, Calgary, asked the Committee if it meant that a Local Union would set up a set of questions or rules that would be similar to the Provincial Regulations and would apply to their own Union members.

Delegate C. Priestley, Edmonton, expressed the thought that if the procedure, as outlined in the Resolution, was adopted, it would assist Local Unions where Journeymen were coming into the Province, who had been Journeymen for some time, and they would be immediately recognized as Journeymen by the fact that their membership in a Union showed that they were Journeymen.

After lengthy discussion, motion was made and duly carried that the Resolution be referred back to the Committee for further consideration.

Resolution No. 2, by the Lethbridge Trades and Labor Council.

WHEREAS at the present time the citizens of Canada pay a radio license fee of from \$2.00 to \$2.50 per annum and

WHEREAS it has been mooted that this fee be substantially increased and

WHEREAS if this is allowed, it will add further financial burdens on the majority of our citizens and

WHEREAS radio programs are sustained by paid commercial advertisements, therefore be it

RESOLVED that the existing fees be abolished.

The Committee recommends that the "resolved" part of this resolution be amended to read as follows:

"RESOLVED that this Convention request the Trades and Labor Congress of Canada to make strong representations to the Government of Canada

protesting any increase in the present license fees and urging that these fees be reduced."

Delegate R. T. Alderman, Calgary, expressed the thought that the Committee should take a stand one way or another, and should either recommend that the license fee be abolished or retained.

Delegate S. J. Sligo, Calgary, felt that the \$2.50 fee for the present type of programs from the C.B.C. was not out of line, but should certainly not be increased.

Chairman Stanton of the Committee felt that the Federation should support the campaign of the Trades and Labor Congress in their effort to stop any increase in license fees and should go no further.

Delegate M. Ainslie, Edmonton, supported the recommendation of the Committee, and, on the question being called, the recommendation of the Committee was adopted.

Resolution No. 3, by Maple Leaf Flour and Cereal Workers, Local No. 283, Medicine Hat.

WHEREAS most of the programs sponsored by the C.B.C. are only unbearable noises to most of the working people; and

WHEREAS the \$2.50 license fee is already \$2.00 too much, and any increase such as the C.B.C. proposes would create a hardship on many homes and would even cause some families to discard their radio entirely; therefore be it

RESOLVED that the Alberta Federation of Labor protest to Transport Minister Chevrier.

We would recommend that the Canadian Broadcasting Corporation be turned over to private enterprise.

The Committee recommended non-concurrence on the grounds that some control should be maintained over broadcasting, and this could only be done by means of an Organization similar to the C.B.C. On the question, the recommendation of the Committee was adopted.

Resolution No. 4, by International Brotherhood of Electrical Workers, Local Union 348, Calgary.

WHEREAS The Canadian Manufacturers' Association have made it known to the Board of Industrial Relations that they wish Foremen barred from trade unions and that it is a recognized right that a man may belong to the organization of his choice, be he a professional or tradesman, be it therefore

RESOLVED that "The Alberta Federation of Labor go on record as being most emphatically in favor of obtaining and retaining foremen in unions and union agreements."

The Committee recommended concurrence in this Resolution.

Delegate C. E. McDougall, Calgary, urged that Foremen should be eligible as Union members, particularly in the Building Trades, because one day they might be working as a Journeyman, the next day they might be a Foreman, and another day they might be unemployed, and no one knew what status a worker might be from one day to the next.

Delegate S. J. Sligo, Calgary, expressed the thought that this was a matter of agreement between employers and employees as to who was eligible for membership.

Delegate R. Scott, Calgary, was not in favor of the Committee's recommendation for small shops because he maintained that where there were a few employees, the Foreman was usually fairly close to the employers and rather influential, and if it was compulsory that the Foreman be a member of the Union, it might work to the detriment of employees at Union meetings.

Delegate Charles Gilbert, Edmonton, felt that this Resolution was an answer to the efforts of the Canadian Manufacturers' Association in urging the Government to exempt Foremen from collective bargaining by Legislation.

On motion duly made and carried, the Resolution was referred back to the Committee for reconsideration.

Resolution No. 5, by Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, Calgary, Alberta, Canada.

WHEREAS too many anti-Union Companies are convincing their employees through one method or another, whenever a Trade Union tries to organize their plants, to set up a Company association, employees' association, or benevolent funds, and

WHEREAS these associations are being certified to bargain for the employees, and

WHEREAS this practice is becoming very dangerous to the Trade Union Movement and the workers of this Province as they are getting nothing but Company Unions, and

WHEREAS when certification is granted it stops bona fide Trade Unions from coming in for a period of at least ten months; therefore be it

RESOLVED that this Alberta Federation of Labor request the Provincial Government to define a bona fide Trade Union in the Alberta Labor Act under Section No. 59; and be it further

RESOLVED that a bona fide Trade Union bargaining agent be a Trade Union chartered under an International Union, or a Labor Congress of Canada; and be it further

RESOLVED that all agreements made without certification be deemed cancelled when certification is granted.

The Committee suggests that references in the "resolved" part of this resolution should be to Sec. 57 instead of Sec. 59 of the Labor Act, and with this amendment recommends concurrence with this resolution.

Delegate C. E. McDougall, Calgary, opposed the idea that Union Agreements made without certification would be deemed cancelled when certification is granted, and said that this would work a hardship on the Construction Industry.

On motion duly made and carried, the Resolution was referred back to the Committee for further consideration.

Resolution No. 10, by Lethbridge Brewery Workers' Federal Union No. 242.

WHEREAS, under Article 80, Section 7, of the Alberta Labor Act, any vote taken on an award of a Board of Arbitration must be Government supervised, and

WHEREAS it is the opinion of many Trade Unions this vote to be Government supervised is not necessary, therefore be it

RESOLVED that this Alberta Federation of Labor request the Government to eliminate this clause in the Act, with the provision that such a vote be Government supervised if the parties concerned so wish.

The Committee recommends non-concurrence in this resolution on the following grounds:

1. Sec. 80 (7) of the Act provides that the Board "may" supervise, not "must" supervise.
2. In many cases supervision by the Board of a vote on acceptance or rejection of an award has been found desirable.

The Committee recommended non-concurrence in this Resolution, and the recommendation of the Committee was adopted.

Resolution No. 11, by Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, Calgary, Alberta, Canada.

WHEREAS the legislature of 1947 session passed very restrictive legislation, curtailing the actions of Unions; and

WHEREAS in doing so made organizational work that much harder; be it therefore

RESOLVED the Alberta Federation of Labor request the Legislature to give the Unions some protection by including Union Security in the legislation of Alberta; and be it further

RESOLVED the Union Security be as follows: Upon the request of a Trade Union, the Board of Industrial Relations shall conduct a vote on the Employer's place of business, as to the wishes of the bargaining units in regards to Union Security. If sixty-six (66) per cent vote in favor of Union Security, then Union Shop conditions shall become part of the signed agreement until cancelled by said unit.

The Committee recommended concurrence in this Resolution.

Delegate C. E. McDougall, Calgary, expressed the thought the word "cancelled" appearing on the last line of the second Resolve should be changed to the word "challenged".

Delegate A. Mogridge, Edmonton, expressed the thought that both words meant the same thing, and on the question being called, the recommendation of the Committee was adopted.

Resolution No. 12, by International Brotherhood of Electrical Workers, Local Union 348, Calgary.

In consideration of the benefits received by a craft in a community where a union of the craft exists, be it

RESOLVED the Alberta Labor Act be amended to provide that the Rand system be instituted and the deductions at the source be made available to the craft organization; and be it further

RESOLVED that wherein more than one craft have a common employer and where the dues of different crafts are of different amounts, the prevailing community rate shall be the amount deducted for each particular craft without reference to the individual option of selection; and be it further

RESOLVED that in cases of overlap of duties, where it is a question of which organization has jurisdiction, the organization which has the highest rate of dues shall be the accredited recipient of the Rand system.

The Committee recommended concurrence in this Resolution.

Delegate C. Priestley, Edmonton, opposed the idea that all Union Dues be the same when Rand System of Union Security was instituted, and urged that the present system of each Union setting their own Union Dues be maintained.

Many other Delegates spoke against the recommendation of the Committee, and, on the question being called, the recommendation was defeated which automatically referred the Resolution back to the Committee.

Resolution No. 13, by the Lethbridge Trades and Labor Council.

WHEREAS the Labor Gazette publishes each month a compiled cost of essential commodities, including rentals, from areas across Canada, and

WHEREAS in many instances the figures quoted are not correct, particularly rentals, and

WHEREAS the cost of living index is computed from these figures, therefore be it

RESOLVED that we petition the Federal Government for greater accuracy in the gathering of data.

The Committee recommended concurrence in this Resolution and the recommendation of the Committee was adopted.

Resolution No. 14, by International Association of Machinists, Lodge 357, Calgary, Alberta.

WHEREAS the export of Gas from Alberta concerns the development of Industries already located, as well as future progress of this Province, and

WHEREAS the control of all Gas, whether in domestic or export markets, should belong to the Gas Conservation Board of Alberta, to protect the production of Oil, as well as an equal supply to all Consumers, and

WHEREAS some compensating price for the losses of Coal mining and Miners should first be made, therefore be it

RESOLVED that this Convention go on record as supporting the Provincial Government in refusing to export any Gas, until full importance of the question is made clear, and any export Gas will be administered by the Alberta Conservation Board, with a representative from Labor as a Board member.

The Committee recommended concurrence in this Resolution.

Delegate Harry Boyse, Lethbridge, urged that the last line of the Resolve should be changed to read "with representatives from Labor as Board Members", and also suggested that the third "Whereas" should be deleted.

These changes were agreed to by the Committee, and, on the question being called, the recommendation of the Committee was adopted.

Resolution No. 15, by Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, Calgary, Alberta, Canada.

WHEREAS the form in which Chauffeurs' licenses are issued, without a test for ability and physical health, is placing the public in a very dangerous position and proving more so each day; be it therefore

RESOLVED that the Alberta Federation of Labor request the Highway Traffic Board to issue licenses on a category basis, light trucking, two tons or less, to be known as (c) licenses; single units, over two tons, as (b) licenses; trailers and bus units as (a) licenses, and Special as a Taxi license. No one under the age of twenty-one (21) shall be issued an (a) or Special license; and be it further

RESOLVED that a test for ability and physical health be requested before the issuing of any motor vehicle license; and be it further

RESOLVED that when a driver, or drivers, of a motor vehicle becomes involved in an accident, the responsible driver's license color be changed

on the first and second accidents, and on the third the license be cancelled (each color lasting for a period of time without an accident before being renewed).

The Committee recommended that the word "requested" on the first line of the second "Resolve" be changed to the word "required", and that the last "Resolve" be deleted and that these amendments to the Resolution be adopted.

Delegate R. Scott, Calgary, opposed the deletion of the last "Resolve", stating that in his opinion this was the most important part of the Resolution.

Delegate Charles Gilbert, Edmonton, stated that the new amendments to the Highway Traffic Act make it necessary that any infractions of Highway Traffic Regulations be noted on a Driver's or Chauffeur's License in future.

Delegate S. J. Sligo, Calgary, asked if the content of this Resolution would apply to Transit Drivers in cities and would all traffic violations be charged against a driver, or would just "chargeable accidents" be charged against drivers. He felt that those who drive in city traffic as Transit Drivers should be excluded from the provisions of the Highway Traffic Regulations.

Delegate C. E. McDougall, Calgary, supported the thought that everyone should be covered by the Regulations and also felt that the most important part of the Resolution was in the last Resolve.

Delegate L. B. Nicholson, Edmonton, informed the Convention that under the Accident Indemnity Act of the Province, if a driver is involved in "an accident" where the damage is over \$75.00 or where personal injury is suffered, his License is automatically cancelled until he can provide suitable Insurance. If the same driver is in a second accident, it is the usual practice that he loses his Insurance, and, when he has lost his Insurance, he automatically loses his Driver's License.

On motion duly made and carried, the Resolution was referred back to the Committee for reconsideration.

President Turner then called upon Brother Grant McHardy, Chairman of the Committee on Credentials, to report, and thirteen additional Delegates were seated in the Convention.

Brother Harry Boyse, Chairman of the Local Committee, made local announcements and a number of Chairmen of Committees called for meetings of their Committees at the noon adjournment.

President Turner announced that the Election of Officers would be held Friday morning at 10:00 a.m.

The President then called upon Chairman Stanton of the Committee on Resolutions to continue with his report.

Resolution No. 6, by Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, Calgary, Alberta, Canada.

WHEREAS the procedure now in effect in receiving certification is very slow, and

WHEREAS this procedure creates many difficulties to Unions dealing with anti-Union Companies and scared employees; therefore be it

RESOLVED that this Alberta Federation of Labor request the procedure be amended to speed certification up by making the application direct to the Chairman of the Board instead of to the Minister; and be it further

RESOLVED that if a Union request the Board to supervise a vote on certification, at a meeting called by the Union, an inspector shall attend the called meeting, conduct the vote and no further vote shall be taken thereafter and the certification shall be granted or rejected on that vote.

Your Committee recommends the amendment of this resolution by deletion of the second "resolved" section, and with this amendment recommends concurrence with the resolution. The recommendation of the Committee was adopted.

Resolution No. 7, by Medicine Hat Trades and Labor Council.

Your Committee is of the opinion that all references to "Board of Conciliation" should be amended to read "Conciliation Commissioner", and suggests the following amended resolution:

"WHEREAS Sec. 68 of the Alberta Labor Act provides for the appointment of a Conciliation Commissioner, and

"WHEREAS it is desirable that when such a Conciliation Commissioner is appointed, his enquiry should be conducted under a definitely prescribed procedure, therefore be it

"RESOLVED that the Federation request an amendment to Sec. 70 of the Labor Act so as to require that the Conciliation Commissioner shall have one meeting with the Employer or his representatives and one meeting with the Employees' Negotiating Committee, and then shall have the Employers' representatives and the Employees' Negotiating Committee together to discuss their problems with the Conciliation Commissioner sitting in as Mediator."

The Committee recommended concurrence in the Resolution as amended, and the recommendation of the Committee was adopted.

President Turner then adjourned the Convention at 12:30 for the taking of the official Convention picture, and the Convention stood adjourned until Friday morning at 9:30 a.m.

FRIDAY MORNING SESSION — OCT. 14th, 1949

President Turner called upon Brother A. E. Brunton, Chairman of the Committee on Constitutions, to report, and Brother Brunton reported as follows:

Your Committee on Constitution report that there were no resolutions asking for amendments to the Constitution, but they have reviewed the Constitution and recommend that provision should be made in the Constitution for the election by the Convention of a First Vice-President, and submit the following amendments to the Constitution for approval:

Amend Article 4, Section 1, to read:

The Officers of this Federation shall consist of a President, First Vice-President, Vice-Presidents, and Secretary-Treasurer. These officers shall constitute the Executive Council. The term of the officers of this organization shall be for one year or until their successors are installed in office, and their duties shall begin on the day of the election.

Amend Article 4, Section 2, to read:

The President, First Vice-President and Secretary-Treasurer shall be elected at each Convention by a majority vote of all votes cast.

The President, First Vice-President and Secretary-Treasurer shall be members of the succeeding Conventions in case they are not delegates, but without vote, and shall not be eligible for re-election unless they are delegates.

Amend Article 5, Section 2, last paragraph, to read:

In case of his office becoming vacant, the First Vice-President shall assume the office until the next Convention of the Federation.

Amend Article 7, Section 2, to read:

Transportation and Convention expenses of the President, First Vice-President and Secretary shall be paid by the Federation.

Delegate Carl E. Berg, Edmonton, took exception to the proposal that a First Vice-President should be elected by the Federation and raised the point that amendments to the Constitution of the Federation must be approved by the Executive of the Trades and Labor Congress of Canada before they were in order.

Chairman Brunton explained to the Convention that it was the feeling of the Committee that a Vice-President should be elected by the Convention so that in case of any emergency by resignation of the President or any other reason that he might vacate his office, there would be a Vice-President ready to assume that position. Under the present Constitution, it would be necessary to call a meeting of all Vice-Presidents and the Executive, and it might be some time before the Federation had a new President, and he felt that the change in the Constitution would help the Federation because of its growth and larger membership.

Delegate J. Cherrington, Edmonton, opposed the recommendation of the Committee, stating that provision was already made in the Constitution for a successor to the President, if necessary.

Secretary Cushing explained that he was one of the instigators of the idea that the Federation should have an elected Vice-President from the floor of the Convention. During the past two or three years, it had been a problem at times to know who should be selected to represent the Federation at Conventions and meetings when the President was not able to attend, and sometimes it was not a good idea that a Vice-President, elected by a Trades and Labor Council, should speak officially on behalf of the Federation. A Vice-President elected from the floor of the Convention could be delegated by the Executive to look after Educational work, Union Label work, or any other duty that might be of benefit to the Federation.

Delegate Charles Gilbert, Edmonton, supported the recommendation of the Committee and expressed the thought that it would have a streamlining effect on the Federation and would make automatic a change if anything happened, and other Vice-Presidents would not have to meet together to try to select a successor to the President.

On the question being called, the report of the Committee was adopted.

President Turner announced that the time had arrived for the Election of Officers for the coming year, and announced that Brother A. Farmilo would preside as Chairman of Elections. The following were appointed as Tellers: W. Ratcliffe (chairman), L. M. Grant, E. Moore, C. E. McDougall, M. Ainslie.

Nominations were called for the office of President, and nominations were made as follows:

Delegate S. Poffenroth nominated Delegate S. J. Sligo.
Delegate C. Priestley nominated Delegate H. Boyse.
Delegate D. Erickson nominated Delegate R. Scott.
Delegate W. Ratcliffe nominated Delegate J. Cherrington.

The nominees accepted nomination and the Chairman declared an election on the four names.

During the counting of ballots, the Chairman introduced to the Convention Brother Gordon Wilkinson of Winnipeg, who is being transferred

to the Province of Alberta as General Organizer for the Trades and Labor Congress of Canada, and Delegate Wilkinson addressed the Convention briefly. He commented on the advantage of having a Federation of Labor as compared to a Provincial Executive Council, and felt that the Federation was a much better system of arriving at legislative policy for a Province than an Executive Council was. He expressed his pleasure at being moved to Alberta and anticipated that a friendly co-operation with all Labor Organizations would exist. He told the Delegates that his job was one that could not be done by one individual and said, "I am not a superman nor never will be, but if I have the support and co-operation of all Organizations, we will build a strong Labor Movement in this Province." He commented on the large field for organization and looked forward to a happy relation in Alberta.

Chairman E. Hunter of the Pool Rate on Credentials reported that a rate of \$12.35 had been struck, and requested all Lethbridge, Medicine Hat, Blairmore and Calgary Delegates to meet with the Credential Committee and pay in the balance of their pool fare.

Chairman Ratcliffe of the Tellers presented the following Report on the election of President:

121 votes cast.	Delegate R. Scott	31
	Delegate S. J. Sligo	18
	Delegate H. Boyse	53
	Delegate J. Cherrington	19

He declared that no Delegate had been elected, and the name of Delegate S. J. Sligo was dropped and a second ballot was cast, the result being as follows:

122 votes cast.	Delegate H. Boyse received	65
	Delegate J. Cherrington received	20
	Delegate R. Scott received	37

The President then declared Brother Harry Boyse elected as President of the Alberta Federation of Labor for the coming year.

Delegate J. Cherrington expressed his congratulations to Brother Boyse and assured him of his support during the coming year.

Nominations were then called for the position of Vice-President, and the following were nominated:

Delegate C. Gilbert nominated	Delegate R. Scott.
Delegate A. Fowlie nominated	Delegate J. Cherrington.
Delegate E. Moore nominated	C. E. McDougall.

All nominees accepted nomination. Delegate C. Priestley was appointed Teller in place of Delegate C. E. McDougall.

The report of the Committee on the casting of the ballots was as follows:

122 ballots cast.	Delegate R. Scott received	64
	Delegate C. E. McDougall received	30
	Delegate J. Cherrington received	28

The President declared Delegate R. Scott elected as Vice-President for the coming year.

Nominations were then called for the office of Vice-President in charge of Union Labels, and the following nominations were made:

Delegate A. Fowlie nominated	Delegate Anne MacLaren.
Delegate G. H. Caldwell nominated	Delegate C. Gilbert.
Both nominees accepted	and an election was declared.

Chairman Ratcliffe reported on the election as follows:

There were 115 ballots cast.	Sister Anne MacLaren received	57
	Brother C. Gilbert received	57

and there was one spoiled ballot resulting in a tie vote.

The President declared a second election, and the result was as follows:
Brother C. Gilbert received 67 votes
Sister Anne MacLaren received 55 votes

and Brother Gilbert was declared elected Vice-President in charge of Union Label.

Sister Anne MacLaren expressed her congratulations to Brother C. Gilbert and stated that he would receive her full support during the coming year.

The Secretary was then called upon to read communications received from the Civil Service Association of Alberta and the various Trades and Labor Councils, advising of the election of their respective Vice-Presidents, as follows:

Edmonton Trades and Labor Council — Jack Flower; alternate — Joe Cherrington.

Medicine Hat Trades and Labor Council — Chas. Deason; alternate — Norman E. Marshall.

Calgary Trades and Labor Council — H. B. Brogden; alternate — J. W. Burrows.

Lethbridge Trades and Labor Council — Harry Boyse; alternate — T. Clay.

Civil Service Association of Alberta — A. Farmilo; alternate — A. Peart.

On motion duly made and carried, the communications above-noted were received and those named were declared Vice-Presidents of the Alberta Federation of Labor for the coming year.

Nominations were then called for the position of Secretary-Treasurer, and the following were nominated:

Delegate J. McDonald nominated Delegate G. McHardy.

Delegate D. B. MacKenzie nominated Delegate H. G. Turner.

Both nominees accepted and an election was declared with the results as follows:

There were 123 votes cast. Delegate Turner received 71
 Delegate McHardy received 52

and Delegate Turner was declared elected as Secretary-Treasurer for the coming year.

Brother McHardy congratulated Brother Turner on his election, and promised him his fullest co-operation and support during the coming year.

The Chairman then asked guidance of the Convention on the number of Delegates to be sent to the Annual Convention of the Trades and Labor Congress of Canada, and he was advised that by change of Constitution, the Federation was only entitled to one Delegate.

Nominations were then called for the position of Delegate to the Trades and Labor Congress of Canada Convention, and the following nominations were made:

Delegate H. Boyse nominated Delegate G. G. Cushing.
Delegate A. Moulson nominated Delegate A. Brunton.
Delegate J. Kean nominated Delegate C. Priestley.
Delegate A. Fowlie nominated Delegate G. McHardy.
Delegate J. Wylie nominated Delegate S. J. Sligo.

It was then pointed out to the Chairman that an error had been made and the Constitution of the Trades and Labor Congress still provided that Federations of Labor were entitled to three Delegates. The Chairman thereon declared the original motion null and void and called for a new motion on the number of Delegates to be elected.

The motion was duly made and carried that two Delegates be sent to the Annual Convention of the Trades and Labor Congress of Canada.

Further nominations were then called for and the following were nominated:

Delegate R. Engley nominated Delegate C. Gilbert.
 Delegate J. Browning nominated Delegate E. Steele.
 Delegate H. G. Turner nominated Delegate H. Boyse.
 Delegate R. Scott nominated Delegate D. Erickson.

All nominees accepted with the exception of Brothers Sligo and Gilbert, and an election was declared.

Chairman Ratcliffe reported on the election as follows:

124 votes cast.	Delegate Cushing received	77
	Delegate Brunton received	21
	Delegate Priestley received	30
	Delegate McHardy received	42
	Delegate Steele received	10
	Delegate Boyse received	46
	Delegate Erickson received	11

The President declared Delegate Cushing elected by having received a clear majority of votes cast, and declared that the names Steele and Erickson would be dropped, and a second ballot would be cast.

During the counting of the ballots on the second vote for Delegate to the Trades Congress Convention, Brother H. G. Turner, Secretary of the Edmonton Trades and Labor Council, extended an invitation to the Convention to hold their next Convention in the City of Edmonton, and there being no other Cities placed in nomination, the City of Edmonton was declared the next Convention City for the Alberta Federation of Labor.

Chairman Ratcliffe reported the second ballot on Delegates as follows:

119 votes cast.	Delegate Brunton received	14
	Delegate Priestley received	18
	Delegate McHardy received	40
	Delegate Boyse received	46
	Spoiled ballots	1

The Chairman declared no Delegate had received a clear majority, and the names of Brunton and Priestley were dropped, and a third election was declared.

The report of the Chairman on the third election was as follows:

118 votes cast.	Delegate Boyse received	61
	Delegate McHardy received	57

and the President declared Delegate Boyse elected with Delegate Cushing as Delegates to the next Convention of the Trades and Labor Congress of Canada.

The Convention adjourned at 12:30 to reconvene at 2:30.

FRIDAY AFTERNOON SESSION — OCT. 14th

President Turner introduced to the Convention Mr. D. L. Campbell, representing the Farmers' Union of Alberta, and, in doing so, also mentioned that Mr. Campbell was a fraternal Delegate from the Farmers' Union, sitting on the Trades and Labor Council of Calgary, and that he was informed that Mr. Campbell was one of the best attenders at Calgary Council meetings although he had to drive 35 miles to and from his home to attend the Council meetings.

Mr. Campbell expressed his pleasure at being present at the Convention and mentioned that the Farmers' Organizations have had representatives at the Federation Conventions in previous years and had profited by it. He was happy at the close relations between Labor and Farmer, and felt that the same problems confronted the Labor Movement and the Farmer. He also felt that the close co-operation of Farmer and Labor could establish

a stabilized economy, and, in closing, extended an invitation to any and all of the Delegates to attend the Annual Convention of the Farmers' Union of Alberta to be held in Calgary from December 6th to 10th.

The President then introduced to the Convention Mr. K. A. Pugh, Chairman of the Board of Industrial Relations, who addressed the Convention at some length on the operations of the Board and the Orders and Regulations made by them in compliance with the Alberta Labor Act.

Mr. Pugh expressed his appreciation at the invitation to speak to the Convention and extended the greetings from the Board of Industrial Relations. He assured the Delegates that the Board of Industrial Relations would continue to assist in every way possible and he also expressed the pleasure of himself and other Board Members at the re-election of Brother Carl E. Berg as Vice-President of the Trades and Labor Congress, and also Brother Gordon Cushing as General Secretary-Treasurer of the Congress. He also expressed his congratulations to the new Executive Members of the Federation on their election and welcomed Brother Gordon Wilkinson to the Province of Alberta.

In speaking of Labor Legislation in the Province, Mr. Pugh first stated that he was happy that 33 1/3 per cent of industrial workers in Alberta belonged to Trade Unions. He had hoped to be able to tell the Convention of the many recommendations in amendments that had been made to the Labor Act, but, as yet, the Board had not completed the first draft of the amendments and therefore he felt that he should not break faith with those who were at the Conference in June, and that they should wait until the draft was complete and could be sent to everyone at the same time. He, however, did comment on some of the Resolutions before the Convention, and informed the Convention of changes that had been recommended as follows:

Concerning the abolition of the word "Associations" in the present Act, he informed the Convention that the Board had recommended that it be deleted and in fact the Board had gone further and had recommended that the Board be prohibited from certifying any Organization that had been influenced, dominated or assisted by an employer. He commented that the last year had been a troublesome year, and the Board had been faced with the problem of dealing with "Employer dominated Associations," and in every case where there had been any suspicion of employer influence, the certification had been refused. He also mentioned that in the case of Unions where the Board had found that they were assisted in their formation by employers they had been treated in exactly the same way and certification had been refused.

Commenting on Resolution No. 6, Mr. Pugh stated that the procedure now following was that Unions applied direct to the Board of Industrial Relations for Certification and it was not necessary for their application to go to the Minister.

Resolution No. 10 asked for a relief on the present 275 days' qualifying period for holidays with pay, and Mr. Pugh informed the Convention that the new Holiday Order provided one-half day for each 23 days worked during the year.

In commenting on Resolution No. 20, he felt that the new Order would help to solve the problems in the Resolution, and it also provided that all workmen within the building industry would be given 4 per cent holiday pay and the employees "must" purchase their Holiday with Pay Books and pass them to the employer. He mentioned that in the first six months of this year, the Board had collected \$20,464.00 in enforcing Holiday with Pay Orders, and a lot of this was because workers in the building trades had either refused to purchase Holiday with Pay Books or just forgot about it, and he urged the Delegates to go back to their Unions and see that all mem-

bers purchased their Holiday with Pay Books and present them to their employers.

In dealing with Resolution No. 27, Mr. Pugh stated that new Amendments to the Industrial Standards Schedule of the Labor Act would make it possible that changes could be made in a schedule after ten months and that Industrial Standard Schedules could coincide with Union Agreements. He also mentioned that protection was being given to employees where there was a change of ownership in a business.

In commenting on Minimum Wages, Mr. Pugh stated that the Minimum Wage of 55c an hour for male employees in Alberta was higher than any Province in Canada and if it had been raised to 75c as requested by Labor, it would have destroyed industry in this Province and possibly have had a bad reflection on industry in the Dominion as a whole and also on world trade and export. He urged that Minimum Wages be considered as a minimum only and not as fair wages, and that Unions should negotiate for fair wages. He stated to the Convention that Ontario had no Male Minimum Wage rate at the present time.

Mr. Pugh commented on the workshop held by the Alberta Teachers' Association in Banff and felt that it was a marvellous venture. He also felt that Labor and Industry should have a similar Workshop or Summer School so that they could study Labor Relations. In closing, Mr. Pugh urged that the Labor Movement help in bringing to the Province the basic industries of Agriculture, Mining, Fishing, and Lumber, and stated, "If we can get the basic industries, we can get the secondary industries as well, and, from all of these, we will get more workers and more Unions."

President Turner thanked Mr. Pugh for his very enlightening address and the Convention showed appreciation in the usual way.

President Turner then called upon Brother Stanton, Chairman of the Resolution Committee, who reported as follows:

Resolution No. 1, by International Brotherhood of Electrical Workers, Local Union 348, Calgary.

The Committee reported that they had reconsidered this resolution, and as a result of submissions made to them, the situation had been clarified, and they therefore recommended non-concurrence in the resolution. The recommendation of the Committee was adopted.

Resolution No. 4, by International Brotherhood of Electrical Workers, Local Union 348, Calgary.

WHEREAS The Canadian Manufacturers' Association have made it known to the Board of Industrial Relations that they wish Foremen barred from trade unions and that it is a recognized right that a man may belong to the organization of his choice, be he a professional or tradesman, be it therefore

RESOLVED that "The Alberta Federation of Labor go on record as being most emphatically in favor of obtaining and retaining foremen in unions and union agreements."

The Committee recommended the deletion of the words "obtaining and," and, with this deletion, recommended concurrence. The recommendation of the Committee was adopted.

Resolution No. 5, by Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, Calgary, Alberta, Canada.

WHEREAS too many anti-Union Companies are convincing their employees through one method or another, whenever a Trade Union tries to

organize their plants, to set up a Company association, employees' association, or benevolent funds, and

WHEREAS these associations are being certified to bargain for the employees, and

WHEREAS this practice is becoming very dangerous to the Trade Union Movement and the workers of this Province as they are getting nothing but Company Unions, and

WHEREAS when certification is granted it stops bona fide Trade Unions from coming in for a period of at least ten months; therefore be it

RESOLVED that this Alberta Federation of Labor request the Provincial Government to define a bona fide Trade Union in the Alberta Labor Act under Section No. 59; and be it further

RESOLVED that a bona fide Trade Union bargaining agent be a Trade Union chartered under an International Union, or a Labor Congress of Canada; and be it further

RESOLVED that all agreements made without certification be deemed cancelled when certification is granted.

The Committee recommended that "No. 59" in the last line of the first resolve be changed to "No. 57" and that all of the last Resolve be deleted, and, with these changes, recommended concurrence.

Delegate Carl E. Berg suggested to the Committee that since we were officially representing the Trades and Labor Congress of Canada, those words should be inserted where it said "Labor Congress" in the second Resolve.

This suggestion was accepted by the Committee, and, with this change, the recommendation of the Committee was adopted.

Resolution No. 15, by Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, Calgary, Alberta, Canada.

WHEREAS the form in which Chauffeurs' licenses are issued, without a test for ability and physical health, is placing the public in a very dangerous position and proving more so each day; be it therefore

RESOLVED that the Alberta Federation of Labor request the Highway Traffic Board to issue licenses on a category basis, light trucking, two tons or less, to be known as (c) licenses; single units, over two tons, as (b) licenses; trailers and bus units as (a) licenses, and Special as a Taxi license. No one under the age of twenty-one (21) shall be issued an (a) or Special license; and be it further

RESOLVED that a test for ability and physical health be requested before the issuing of any motor vehicle license; and be it further

RESOLVED that when a driver, or drivers, of a motor vehicle becomes involved in an accident, the responsible driver's license color be changed on the first and second accidents, and on the third the license be cancelled (each color lasting for a period of time without an accident before being renewed).

The Committee recommended that this Resolution should be divided into two parts as Resolution Nos. 15, and 15A.

The first Resolution to cover the whereas, and the first two Resolves. Also, that the word "Requested" in the first line of the second Resolve, be changed to the word "Required."

The Committee also recommended concurrence in the last Resolve as a separate Resolution, with the provision that it apply solely to Chauffeurs

since there was already provision on the reverse side of the present Driver's Licence for a Police Magistrate to write in any conviction the Driver might have.

On motion the recommendation of the Committee was adopted.

Resolution No. 8, by International Brotherhood of Electrical Workers, Local 1007, Edmonton, Alberta.

WHEREAS it is in the best public interest that disputes over the interpretation of agreements, as between Labor and Management, be settled fairly and amicably and without stoppage of work, and interruption of services, and

WHEREAS it is in the interests of Industrial and Labor peace and good-will that the agreements entered into pursuant to the Alberta Labor Act, be abided by and justly interpreted where disputes arise; it is therefore

RESOLVED that the provisions for the final settlement of disputes, arising out of violations of a collective agreement entered into by a Union and the Employer under the Alberta Labor Act ,as defined in Section No. 61, subsection No. 2, be amended so as to provide that the expense of providing an impartial chairman be borne by the Government, in order that mercenary considerations will not sway or bias decisions rendered.

The Committee recommended non-concurrence in this Resolution.

Delegate Ainslie took exception to the recommendation of the Committee and stated that the Civic Unions of Edmonton were still experiencing great difficulty in trying to finalize disputes under Section 61 of the Alberta Labor Act. The old controversy of who would pay the cost of the Chairman still prevailed and while procedure was set down in the Labor Act, there was no provision for remuneration, and this was the problem that could not be settled with the City of Edmonton. He urged that the incoming Executive of the Federation consider this problem and while so doing meet with the Civic Unions.

Delegate Sloane, Edmonton Civic Federation, reiterated what Delegate Ainslie had stated and felt that some provision should be made to compensate Boards set up under this Section of the Act.

Motion was duly made and carried that the Resolution be referred back to the Committee for further consideration.

Resolution No. 9, by International Brotherhood of Electrical Workers, Local Union 348, Calgary.

WHEREAS it is desirable for industrial peace and harmony to have disputes settled as quickly as possible, be it therefore

RESOLVED that the Alberta Labor Act be amended by adding the following under "General Provisions":

"The Department of Industry and Labor shall contact the employee or employer representatives involved twenty-four (24) hours after the time allowed by this Act for the appointment of representatives for bargaining, conciliation, arbitration, etc., and if reasons given are not mutually agreed by both parties as satisfactory the Minister shall proceed under Section 95, 'General Penalties'."

The Committee recommended non-concurrence in this Resolution, and the recommendation of the Committee was adopted.

Resolution No. 16, by Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, Calgary, Alberta, Canada.

WHEREAS the number of traffic accidents on the highways are mounting each year and are a very serious problem; and

WHEREAS a number of these accidents are caused by vehicles standing on the highways after dark without proper lights and not being seen until it is too late to prevent an accident; be it therefore

RESOLVED that the Alberta Federation of Labor request the Provincial Government Highways Traffic Board to compel all vehicles to carry flares, or some other safety device, to be used at once whenever stopping on a highway.

The Committee recommended concurrence in this Resolution and the recommendation of the Committee was adopted.

Resolution No. 17, by Provincial Council Hotel and Restaurant Employees.

WHEREAS both the Dominion and Provincial Governments have set apart certain days of the year to be observed as Statutory Holidays, and all citizens of Canada are expected to cease work on these days, and observe the same, and

WHEREAS it is necessary for the comfort, entertainment and safety of the general public that certain work must be carried on and performed on the aforesaid Statutory Holidays, thereby depriving these employees engaged in this type of work from participating in the Holidays enjoyed by their fellow workers, therefore be it

RESOLVED that any person or persons who, by the nature of their employment, are obliged to work on Statutory Holidays shall be paid double time for each day so worked, or credited with an extra day on their regular Annual Vacations With Pay for each day so worked.

The Committee recommended concurrence in this Resolution.

Delegate C. E. McDougall, Calgary, stated that he was not in favor of having Statutory Holidays added to summer vacations.

Delegate Brunton, Calgary, stated that last year the Federation had gone on record as favoring $2\frac{1}{2}$ times pay for overtime, and felt that we should not retract from that position now.

Delegate E. Wegener, Calgary, reported that during negotiations in the Meat Packing Industry last week in Calgary, an Agreement had been reached with Swift Canadian Company which provided double pay plus regular pay for work performed on Statutory Holidays, and this actually amounted to triple pay for Statutory Holidays.

On the question being called, a standing vote was taken and the motion of concurrence in the Resolution was lost.

Resolution No. 18, by Medicine Hat Trades and Labor Council.

WHEREAS Article (a) Section 2 of the Holiday Pay Order No. 5 states, "One year's employment shall mean employment of not less than two hundred and seventy-five days of actual work in a year," and

WHEREAS in most cases Industries are not operating full time and Employees are unable, through no fault of their own, to work the required two hundred and seventy-five days, therefore be it

RESOLVED that the Alberta Federation of Labor request the Board to reduce the required working days from two hundred and seventy-five days to two hundred and sixty days of actual work in a year.

The Committee recommended concurrence in this Resolution.

The Secretary pointed out to the Convention that the new Board Order for Holidays with Pay provided that an employee was credited with one-half day for each 23 days worked, and this was much better than the previous 275 qualifying days, and was also better than the 260 suggested in the Resolution.

The question being called, the motion of concurrence was defeated.

Resolution No. 19, by Medicine Hat Trades and Labor Council.

WHEREAS the wording of articles (a) and (c) Section 43 of the Alberta Labor Act concerning holidays with pay are controversial in their nature, and as such could not be enforced by labor, be it therefore

RESOLVED that the Alberta Federation of Labor request the Board to substitute the word "shall" in place of the word "may", thereby making the Act to read, the Board shall make an order, etc.

Your Committee recommends non-concurrence in this Resolution, as the principle involved has already been implemented by amendments to the regulations governing holidays with pay. The report of the Committee was adopted.

Resolution No. 20, by United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton.

WHEREAS Holiday with Pay Order No. 6 for the Construction Industry specifically states that every employee shall purchase a Holiday with Pay Stamp Book and present it to his employer in order that the Stamps may be affixed to it; and

WHEREAS many employees are neglecting to do so with the result that some employers are discriminating against employees who do present their books; be it therefore

RESOLVED that this 29th Convention of the Alberta Federation of Labor instruct the executive of the Federation to have these regulations enforced.

The Committee recommended concurrence in this Resolution, and the report of the Committee was adopted.

Resolution No. 21, by United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton.

WHEREAS the Public Service of the Province of Alberta includes all classes of employees in or under all departments of the Government except such employees or classes of employees as may be specifically excluded by order of the Lieutenant-Governor-in-Council; and

WHEREAS the provisions of the Public Service Act, 1947, are applicable to all such employees; and

WHEREAS there are no provisions in this Act for the placing of Holiday with Pay Stamps in the books of employees who may be employed temporarily on construction work; and

WHEREAS Holidays with Pay Order No. 6 for the Construction Industry specifically states that such employees are entitled to receive Holiday with Pay Stamp credits; and

WHEREAS these employees are not receiving the credits; be it therefore

RESOLVED that the Alberta Federation of Labor, here assembled in Convention, request the Government of the Province of Alberta to make Order No. 6 applicable to such public service employees.

Your Committee is advised that a recent Order-in-Council requires tradesmen in the Government service to obtain the necessary books and that Holiday with Pay Stamps will be placed therein; and therefore recommends that this resolution be amended as follows:

(1) the third "Whereas" section to read "Whereas there are no provisions for the placing of Holiday with Pay Stamps in the books of Employees who may be employed temporarily, except in the case of tradesmen";

(2) by deleting the fourth "Whereas" section,

(3) by deleting the words "Order No. 6" in the last line of the "resolved" section and substituting therefor the words "Holiday with Pay Regulations".

Your Committee recommends concurrence in this Resolution as amended. The report of the Committee was adopted.

Resolution No. 22, by Provincial Council Hotel and Restaurant Employees.

WHEREAS the highest level of employment is necessary to establish and maintain a high standard of living for all, and

WHEREAS it is an established practice in over forty industries in the Province to work a forty-hour week, and in some industries a thirty-six-hour week, and

WHEREAS Office Workers, Government Employees and many others have in effect at the present time a five and a half day week, and

WHEREAS that in this particular type of our industry (Hotel and Restaurant Industry) it is essential and necessary to immediately institute a shorter working week, therefore be it

RESOLVED that this Provincial Council request the Alberta Federation of Labor to urge the Provincial Government to enact legislation to provide for the reduction in hours of work, which will provide the highest possible degree of employment, commencing with the immediate introduction of a forty (40) hour week, and be it further

RESOLVED that, as conditions change, the hours be reduced to suit the existing conditions.

The Committee recommended that Resolution No. 22 be concurred in to cover Resolutions Nos. 22, 23 and 25.

Delegate E. Steele, Edmonton, objected that Resolution No. 22 should be concurred in to cover the Building Trades and urged that Resolution No. 25 be also adopted.

Secretary A. Peart of the Committee pointed out that they were recommending concurrence in No. 22, which provided for a 40-hour week for all classes of employment.

On the question being called, the recommendation of the Committee was adopted.

Resolution No. 24, by The Civil Service Association of Alberta.

WHEREAS the care of the mentally ill is one of the most important functions of the public service; and

WHEREAS it is being more and more realized that any and every improvement in our mental institutions is not unwarranted; and

WHEREAS the improvement and eventual recovery of mental patients is enormously influenced by the day-to-day attitude of the nurses and attendants with whom they are continually in direct contact; and

WHEREAS the qualities of encouragement, tact, patience and ability so essential to the well-being of such patients cannot normally be maintained for lengthy periods; and

WHEREAS the working hours of nurses and attendants in mental institutions are much longer than the majority of other occupations within the public service; therefore be it

RESOLVED that the Alberta Federation of Labor impress upon the Government the necessity of introducing a maximum eight-hour day and forty-hour week for those engaged in this most important and essential work at the earliest possible date.

The Committee recommended concurrence in this Resolution.

Delegate C. G. Edwards stated that there were no guards in a Mental Institution and that the proper term was Mental Attendants. He stated that to become an Attendant in a Mental Institution required a three-year course to qualify and because of the long hours in force in Alberta, we were losing a large number of the graduates to other Provinces. He made the statement that "Surely the Attendant working with mentally sick patients has more nervous strain than office workers or anyone else and therefore should enjoy the shorter working week the same as these other classes of employment.

On the question being called, the recommendation of the Committee was adopted.

Resolution No. 26, by Maple Leaf Flour and Cereal Workers, Local No. 283, Medicine Hat.

WHEREAS the Restaurant owners are still employing split shift tactics with unorganized labor, be it

RESOLVED that the Alberta Federation of Labor bring pressure to bear on those responsible for seeing that the provisions of the Alberta Labor Act are carried out.

The Committee recommended concurrence in this Resolution and the recommendation of the Committee was adopted.

Resolution No. 27, by United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton.

WHEREAS, generally speaking, collective agreements arrived at between recognized bodies of employers and employees do form the basis for Industrial Standards Schedules and Petitions for Conferences, are not made until an agreement has been reached, also the Conferences are largely made up of the representatives of the parties to a collective agreement; and

WHEREAS most collective agreements provide for certain effective dates; and

WHEREAS the time required after an agreement is reached to hold the necessary Conference, Order in Council, and publication in The Alberta Gazette would take possibly two months, and as the Act now provides that a Schedule must remain in effect for twelve months before it can be amended, the effective date of such agreement would be extended for two months, which provision we have found defers Employers' Associations from lending their necessary co-operation in having the agreements scheduled in view of possible wage reductions in ensuing agreements; be it therefore

RESOLVED that the Alberta Federation of Labor, in Convention assembled, petition the Alberta Government to amend the Industrial

Standards Act, Section 49, paragraph 2, third line, to read "ten months"; and be it further

RESOLVED that a section or paragraph be inserted in the Act that would recognize collective agreements as forming the basis of the Schedule, and providing that the effective dates of the agreement could be embodied in the proposed schedules, thus providing for collective bargaining within the Industry and overcoming the clashing of dates caused by the necessary conference, etc., that must be taken in order to carry out the main purposes of the Act.

The Committee recommended concurrence in this Resolution and the recommendation of the Committee was adopted.

Resolution No. 28, by Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, Calgary, Alberta, Canada.

WHEREAS the deductions under Orders Nos. 1 and 2 can only be enforced to a point of minimum wages set out under the orders; and

WHEREAS in the cases of special wearing apparel, board and lodging are very often cases where the wages are in excess of minimum wages, the deductions under the order has no effect; be it therefore

RESOLVED that the Alberta Federation of Labor request the Alberta Government to change Section No. 6, Order No. 1, and Section No. 8, Order No. 2, to come under the Labor Welfare Act; and be it further

RESOLVED that Section No. 8 (3) and (4) of Order No. 2 be added to cover male employees also; and be it further

RESOLVED that Section No. 6 (1) of Order No. 1 read as Section No. 8 (1) of Order No. 2.

The Committee recommended concurrence in this Resolution and the recommendation of the Committee was adopted.

Resolution No. 29, by Provincial Council Hotel and Restaurant Employees.

WHEREAS the established practice of many Hotels in Alberta is to have one (1) man on duty between the hours of midnight and 8 a.m., and

WHEREAS the one man (desk clerk), whose duty is to care for the safety and welfare of the public, besides his other numerous duties in respect to the safety of all guests, as well as protecting the property rights of his employer, and

WHEREAS trouble is continually being created by night prowlers and hoodlums, causing the night clerks undue hardship, which at times jeopardizes his safety, as well as that of the guests, and

WHEREAS recently there have been several cases of violence resulting in the death of one night clerk, and serious injuries to others, therefore be it

RESOLVED that this Council request the Alberta Hotelman's Association to seriously consider adequate protection for their Employees, who are working at nights, in the interests of the general Public and their respective Employers, and that this matter be acted on immediately, and further be it

RESOLVED that this Council, through the Alberta Federation of Labor, urge the Government to enact legislation that will afford adequate protection for night clerks in hotels.

The Committee recommended concurrence in this Resolution and the recommendation of the Committee was adopted.

Resolution No. 30, by Provincial Council Hotel and Restaurant Employees.

WHEREAS for a number of years the Provincial Government has followed the established practice of holding Committee meetings, composed of all interested groups prior to revising the Statute Laws covering the operation of any one given Department, and

WHEREAS during the year 1949 such procedure was followed in connection with the Alberta Labor Act, Chapter 8, and

WHEREAS as expressed by the Department Officials concerned, that much can be gained through the introduction of such a procedure, which will in the final analysis be beneficial to all citizens, therefore be it

RESOLVED that the Alberta Provincial Council request the Alberta Federation of Labor to urge the Provincial Government to follow the same procedure in regard to the intended revisions of the Alberta Liquor Act, and further be it

The Committee recommended concurrence in this Resolution and the recommendation of the Committee was adopted.

Resolution No. 31, by Provincial Council Hotel and Restaurant Employees.

WHEREAS the dingy atmosphere of many of our Hotels, which include both guest and beverage rooms, due to lack of proper ventilation and insufficient furnishings and space, is largely responsible for the ever-increasing numbers of Employees being absent from duty through reasons of sickness, and

WHEREAS the repeated warnings sent to the Hotel operators by the Liquor Control Board substantiates the fact that some Operators are more concerned with turnover of profits than they are with the general welfare and comfort of the Employees and the general Public, and

WHEREAS a general overhaul of some Employers' premises, including a more efficient ventilatory and lighting system would raise this industry to a much higher plane, thereby meeting the requirements of not only the General Public but also the Tourist trade and the regulations of the Liquor Control Board, therefore be it

RESOLVED that this Council request the Alberta Hotelman's Association to take immediate steps to rectify these deplorable conditions, and further be it

RESOLVED that the Alberta Provincial Council urge the Alberta Federation of Labor to request the Provincial Government to conduct a survey of the Hotels throughout the Province immediately.

The Committee recommended the deletion of the word "deplorable" appearing in the second line of the first Resolve and substituting therefor the word "unsatisfactory".

Delegate J. Cherrington, Edmonton, stated that an error had been made in the wording of the Resolve and that it should read, "the unsatisfactory conditions in some of the Hotels", and asked that this change be made also.

The changes were agreed to by the Committee and the recommendation of the Committee was adopted.

Resolution No. 32, by Provincial Council Hotel and Restaurant Employees.

WHEREAS Citizens of Calgary and Edmonton are being arbitrarily deprived of the democratic privilege, under the Alberta Liquor Control Act, of enjoying a glass of beer with their wives, husbands, sweethearts, or other companions of the opposite sex in the Hotel beverage rooms of these Cities, and

WHEREAS Resolutions requesting the restoration of this privilege have repeatedly been endorsed by Conventions of the Alberta Federation of Labor without results, and

WHEREAS Ladies' and Escorts' beverage rooms would eliminate unsatisfactory conditions which exist in some of the beverage rooms under present regulations which require women to be segregated, and would materially facilitate the observance of the Liquor Control Act, therefore be it

RESOLVED that the Alberta Provincial Council request that the Alberta Government institute immediately Beverage Rooms for Ladies and Escorts in the aforementioned Cities for a trial period of at least one year's duration, and further be it

RESOLVED that this trial period of Ladies' and Escorts' Beverage Rooms be applied only to those premises that are adequately prepared for such purposes.

The Committee recommended concurrence in this Resolution.

Delegate J. Cherrington, Edmonton, told the Convention that mixed drinking had been abolished in these two major cities many years ago by an order of the Liquor Control Board, and while the Liquor Control Board had issued a statement during this last year that the Order would not be repealed, it was felt that by requesting that parlors be established for "Ladies and Escorts", it was hoped in this way that some change would be made. He felt that if the change was made, it would help the industry. He was of the opinion that our people act just as well in large cities as they do in small towns.

On the question being called, the recommendation of the Committee was adopted.

The Committee presented a substitute Resolution to cover Resolutions Nos. 33 to 37, inclusive, dealing with Pensions, reading as follows:

"WHEREAS the present Old Age Pension provisions are inadequate, therefore be it

"RESOLVED that this Convention request the Trades and Labor Congress of Canada to make representation to the Government of Canada in favor of legislation to provide:

"(1) Old Age Pension of \$60.00 per month, payable at age 60, without the present means test;

"(2) providing that where an employee has worked for 20 years in an industry and is found physically unfit to continue that type of employment, the responsibility for maintaining that worker, either with a decent pension or suitable employment, be made the responsibility of that industry;

"(3) adequate pensions for all who are blind or otherwise totally disabled, regardless of age;

"(4) free hospitalization for all in receipt of old age or disability pensions."

Delegate C. E. McDougall, Calgary, expressed opposition to the Federation going on record as endorsing a Pension of \$60.00 per month because he felt this was not sufficient for retired persons to live on properly.

On the question being called, the recommendation of the Committee was adopted.

President Turner then called on the Committee on Ways and Means to report, and Chairman Gordon Walker reported as follows:

Your Committee on Ways and Means have convened and recommend the following:

Your President be compensated with a gratuity to the amount of \$250.00 for his services rendered during the year.

Your Secretary-Treasurer be compensated to the amount of \$450.00 and a further farewell presentation be donated to the amount of \$50.00 as a token of our appreciation of the valuable services which he has rendered to the Alberta Federation of Labor.

Your Resolutions Committee be remunerated to the amount of \$24.00 each and the Chairman and Secretary of the Committee be paid an additional amount of \$6.00 each for the preparation of their reports.

Your Officers' Reports Committee be remunerated to the amount of \$24.00 each and the Chairman and Secretary of the Committee be paid an additional amount of \$6.00 each for the preparation of the report.

The Stenographers be remunerated to the amount of \$50.00 each for the work performed during the Convention.

That the caretaker of the Civic Centre be granted the sum of \$25.00 for the additional work performed during the Convention.

That the Secretary-Treasurer be authorized to pay the incidental expenses of the Convention.

In concurrence with the educational program in regards to the Alberta School of Fine Arts, the amount of \$100.00 be donated to "The Call" and used as a means of extending the policy advocated.

All of which is respectfully submitted.

On motion duly made and carried, the recommendations of the Committee were adopted.

President Turner then called upon Delegate M. Ainslie, Chairman of the Committee on Workmen's Compensation, to report, and he reported as follows:

REPORT OF COMPENSATION COMMITTEE

Your Committee on Workmen's Compensation has studied the printed Resolution No. 42 by the International Ass'n. of Mach., Lodge 357, Calgary, and the reports of Commissioner Bro. A. Farmilo, Labor's representative on the Board.

Your Committee had to bear in mind the position taken by the Government that a complete review of the Act would take place once every five years.

Your Committee, however, feels that a review of the Compensation paid to workmen and their dependents should be reconsidered by the Government in view of the much higher cost of living which puts a hardship on the injured workman and his dependents, and also is especially hard on the widows who have not received any increase in compensation in monies paid by the Compensation Board for loss of relatives since 1939. We note that there has been an increase in pensions paid to Mothers' Allowance, Family Allowance, etc.

This covers Resolution No. 42. Your Committee moves concurrence.
Safety

In reviewing the Commissioner's Report on Workmen's Compensation, your Committee notes with alarm the increase in number of accidents yearly since 1945. It has borne in mind the increase in workers coming under the Act and submit for the consideration of this Convention that we request the Government to call a meeting of the Representatives of this movement,

Employers and members of the Workmen's Compensation Board, with a view of enquiring into ways and means of preventing such increases in accidents. Your Committee recommends that more safety inspectors be employed whose duties shall be to enforce safety regulations, interview and instruct safety committees and be capable of advising Employers and Employees in the necessity of First Aid practice.

We have a resolution which did not comply with the Constitution of the Alberta Federation of Labor, but we have covered this in our report. Your Committee has noticed the lack of resolutions criticizing the administration of the Act, which we believe shows the confidence of this Federation and affiliated Unions in the Commission set up to administer this Act. Your Committee moves a vote of thanks to Bro. A. Farmilo for his fine report.

Respectfully submitted,

WORKMEN'S COMPENSATION COMMITTEE.

M. AINSLIE, Chairman (Local 30)

M. C. A. BUNNAGE (846, Lethbridge)

W. R. ENGLEY (569, Edmonton)

J. McNIVEN (823, Medicine Hat)

On motion duly made and carried, the report of the Committee was adopted as presented.

President Turner then called upon Brother E. Steele, Chairman of the Committee on Union Label, and he reported as follows:

REPORT OF UNION LABEL COMMITTEE

to the 29th Annual Convention of the Alberta Federation of Labor
Brother Chairman and Delegates:

In submitting this report of the Union Label Committee for your consideration you will find, in referring to Vice-President MacLaren's report to this convention, there has been little or no activity or publicity during the past year.

Your committee feels that, due to the lack of a Union Label fund, the committee has been seriously hampered. Therefore, your committee recommends that a Union Label Fund be set up by the Federation for the purpose of carrying on an educational program for the membership and the public in general, informing them of the benefits to be gained if the Union Label is demanded at all times.

Your committee regrets that the Executive of the Trades and Labor Congress of Canada has not set up the standing committee on Union Label Activities as we feel that it is very necessary at the present time. Your committee recommends, therefore, that the Executive of the Alberta Federation of Labor request the Executive Board of the Trades and Labor Congress of Canada to set up the standing committee on Union Label Activities as they were instructed at the 1948 convention.

Your committee commends the Edmonton local of the Teamsters, Chauffeurs and Warehouse Workers Union who have placed Union Label stickers on cars of all organized taxi cab companies. We feel that this is a step in the right direction and trust that it will be carried on and supported by all other unions.

A great number of Union printing shops are not placing the Union Label on all material printed and this situation can be remedied.

The International Union of Boot and Shoe Manufacturers have not insisted upon the Union Label being placed in the eighty-two million pairs of boots and shoes which they made in the year 1948. This is a regrettable

oversight on the part of the members of that union but they must not be censured alone for a fault of which we are all guilty.

Your committee has found that not one resolution on Union Label Activity has been submitted to this Convention, with the exception of the one which has been prepared and submitted to this committee by the Committee on Resolutions.

We unanimously support the resolution, which is numbered fifty-one, and recommend that it be adopted.

In conclusion, we wish to most highly commend the past Vice-President on Union Label Activity, Delegate Anna MacLaren, for the excellent work which she has been doing. We urge the entire membership to render every possible assistance to the newly-elected Vice-President and extend to him our very best wishes in his endeavors.

Resolution No. 51

Your Resolutions Committee has drafted for consideration of the Convention the following additional resolution:

"WHEREAS previous efforts of Union Label Committees have not achieved the desired results due to lack of full co-operation by our members; and

"WHEREAS it is desirable that the fullest possible use, and benefit from the use of Union Labels be secured; and

"WHEREAS endorsement of the quality of advertised goods by 'Good Housekeeping Magazine' is now generally recognized by housewives as a guarantee of quality; and

"WHEREAS it is considered that a similar guarantee of quality might be implied in goods bearing the Union Label; therefore be it

"RESOLVED that this twenty-ninth convention of the Alberta Federation of Labor request the standing committee on Union Label of the Trades and Labor Congress of Canada to explore the possibility of using the Union Label as an endorsement of quality products; and be it further

"RESOLVED that a national publicity campaign be considered for the purpose of educating our membership and the purchasing public to look for the Union Label as a guarantee of fair labor conditions and of the quality of the product; and that this publicity campaign includes newspaper advertising, notices in all Local and Council meeting halls, publicity on letter-heads, stickers, and by all possible media and channels of publicity."

The Committee on Union Label recommended concurrence of this resolution, and the recommendation of the Committee was adopted.

Delegate J. Cherrington, Edmonton, asked Vice-President Carl E. Berg of the Trades and Labor Congress if the Union Label Committee would be established by the Congress this year.

Delegate Berg in reply stated that the finances of the Congress during the past year, because of the International strife, had not permitted the spending of money to set up a Union Label Committee, but he felt sure that it would be possible to do so during this coming year and this was a matter that would be on the agenda for the first meeting of the Executive Council.

Delegate C. Priestley, Edmonton, suggested that the word "demand" should be changed to "request", and this was agreed to by the Committee.

Delegate A. Sweder, Calgary, asked if the Lethbridge Herald was a Union paper and he was informed it was and the label appeared on the second page.

On motion, the report of the Union Label Committee, as presented, was adopted.

President Turner stated that this cleaned up the business of the Convention with the exception of about twelve or thirteen Resolutions and the report of the Committee on Thanks, and asked the Delegates if they wished to continue the Convention until the business was completed. There was a difference of opinion amongst the Delegates, and, on motion, the Convention adjourned to reconvene at 9:30 Saturday morning.

SATURDAY MORNING SESSION — OCTOBER 15th

President Turner called the Convention to order and called upon Brother Stanton, Chairman of the Committee on Resolutions, to continue with his report.

Resolution No. 8

The Committee reported that it had again considered Resolution No. 8, referred back to them at the previous session, and recommended that this Resolution be referred to the Incoming Executive for careful consideration, and such action as might be deemed advisable.

The Committee recommended concurrence in this report, and, on motion, the Committee's recommendation was adopted.

Resolution No. 38, by the Lethbridge Trades and Labor Council.

WHEREAS the Provincial Government has altered Section No. 69 of the Alberta Amusements Act, and

WHEREAS this alteration reduces the man power in all city theatres from two projectionists to one projectionist on shift, and

WHEREAS this reduction in manpower is not in the best interests of public safety, therefore be it

RESOLVED that we demand that the Alberta Government repeal Order in Council No. 1026-49 and restore the original section calling for two projectionists.

The Committee recommended concurrence in this Resolution.

Delegate K. Kremer, Calgary, informed the Convention as to why this Resolution had been submitted. For some time now, the Moving Picture Projectionists' Unions had faced a serious problem with Theatre owners and a battle had been in existence for the last nine months to try to stop a reduction in the number of Projectionists in the City Theatres.

Since sound equipment had been installed in Theatres many years ago, it had been necessary to have two Operators — one man for each machine, so that a proper program could be given. During the recent War, because of the serious shortage in manpower, there had been a relaxing of the Regulations, and one Projectionist had been allowed in Theatres in smaller towns. Prior to the War, the total footage of moving picture film burned in theatre fires had amounted to a total of 1,100 feet over a number of years. During the War, since the regulations were relaxed, there had been 23,000 odd feet burned in theatre fires, and Delegate Kremer emphasized the need for two-man operation. This applied particularly in cities where there is much more equipment in the Projection Booths, such as curtain control, special lighting features, etc., and most certainly the regulations should not be relaxed to allow one-man operation.

Delegate Carl Berg, Edmonton, stated it was timely that the Federation enter not only a strong protest to the Government but also to take every

action possible to ensure that two men were in the Projection Booths of Theatres at all times. The Federation had carried on a long program many years ago to bring in two-man operation, and, in speaking to the Convention, Delegate Berg reviewed the Theatrical Industry and the effect it had on employment in the recent years since "live" shows were diminishing and all that was now being given was moving pictures.

On the question being called, the recommendation of the Committee was adopted.

Resolution No. 39, by Provincial Council Hotel and Restaurant Employees.

WHEREAS the Female Minimum Wage Act, of the Province of Alberta, Order No. 2, 1947, Section 4, sub-Section (b), provides a Minimum Wage for Females considerably below that of the average female worker in the Province, and

WHEREAS the Employees covered by this Section are, as a result of this low minimum, being deprived of a decent standard of living, brought about by the tremendous increase in the Cost of Living, therefore be it

RESOLVED that the Alberta Federation of Labor urge the Provincial Government to amend the Female Minimum Wage Order by increasing Minimum Wages for Females as follows: \$18.00 per week for the First month, \$20.00 per week for the Second month, after which time such employees shall be paid not less than \$24.00 per week.

The Committee recommended non-concurrence in this Resolution, stating that in their opinion the amounts suggested as Minimum Wages were not adequate. On motion, the recommendation of the Committee was adopted.

Resolution No. 40, by Maple Leaf Flour and Cereal Workers, Local No. 283, Medicine Hat.

WHEREAS the present minimum wage is inadequate to supply a decent standard of living for a worker, be it

RESOLVED that the minimum wage for the Province of Alberta be raised to 75 cents per hour for both male and female workers.

The Committee recommended concurrence in Resolution No. 40 to cover No. 41.

Delegate C. E. McDougall, Calgary, was of the opinion that the Federation should not go on record for a stated amount as a Minimum Wage, but that we should state that we desire sufficient income to maintain an adequate standard of living.

Delegate M. Bunnage, Lethbridge, felt that the Federation should not ask for any Minimum Wage and stated, "Let sleeping dogs lie." He was of the opinion that Unions should negotiate their wages and that we should not pay too much attention to having a Minimum Wage set by Legislation.

Resolution No. 43, submitted by Calgary Trades and Labor Council.

"WHEREAS the Crow's Nest Pass Agreement is considered the Magna Charta to the farmers of Western Canada, and

"WHEREAS this Agreement is incorporated in the Statutes of Canada and the maximum freight rates chargeable on the specified articles are fixed by Statute, and

"WHEREAS any change in this Agreement would directly affect the shipment of grain and indirectly affect the farmers, and

"WHEREAS the Railway Council has served notice that it is going to submit a brief to the Royal Commission on Transportation that all freight rates should be under the control of the Board of Transport Commissioners

and subject to its ruling, and should not be set by the Dominion Legislation, and

"WHEREAS it is our belief this is a vicious attack and is aimed directly to do away with Parliament setting the Crow's Nest Pass Agreement, and

"WHEREAS this will do away with the control of the House of Commons and our representatives,

"RESOLVED that the Alberta Federation of Labor go on record to protest to its M.P.'s, also that the Crow's Nest Pass Rates remain under the jurisdiction of the House of Commons and not be set and controlled by the Board of Transport Commissioners."

The Committee recommended concurrence in this Resolution, and, on motion, the recommendation of the Committee was adopted.

Resolution No. 44, by Beverage Dispensers' Local No. 54, Lethbridge, and endorsed by the Alberta Provincial Council, Culinary Workers, Bartenders and Hotel Service Employees.

"WHEREAS Section 3, Subsection D, of the Holidays with Pay Order No. 5, qualifies the Employees' entitlement to annual holidays, stipulating the Employees' actual employment 'with his employer', and

"WHEREAS no provision is made in the Order for any holiday where a change of ownership of the business occurs, therefore be it

"RESOLVED that Section 3, Subsection D, should be amended to read 'in that place of employment' instead of 'with his employer'."

Your Committee recommend that, although not received within the time limit set by the Constitution, these resolutions be considered by the Convention.

Your Committee recommended that the "resolved" portion of this resolution (No. 44) be amended to read as follows:

"RESOLVED that Sec. 3, subsection (d) should be amended to read 'in that place of employment or with his employer'."

The recommendation of the Committee was adopted.

Resolution No. 45, by Beverage Dispensers' Local No. 54, Lethbridge, and endorsed by the Alberta Provincial Council, Culinary Workers, Bartenders and Hotel Service Employees.

"WHEREAS the Vacations With Pay Legislation of the Province of Alberta is being ignored and abused by both Employers and Employees, in that Employers, in many cases, request Employees to forego their vacations and work through their vacation periods and accept an extra one or two weeks' wages, as the case may be, and that in other cases, Employees request the privilege of working through their vacation periods on the plea that they can use the extra two weeks' wages, and,

"WHEREAS such conduct tends to break down and sabotage hard-won Vacations With Pay Legislation, and,

"WHEREAS if such conduct is allowed to continue and times become a little harder, there will be nothing to prevent Employers, when negotiating new agreements, taking the position that it has been proven that Vacations are not necessary and are not wanted by the Employees, and,

"WHEREAS the Government of Alberta appears to be reluctant to enact any legislation which will prevent Employees from working if they so desire, therefore be it

"RESOLVED that Local Unions be requested to endeavor to prevent their members from engaging in or encouraging this sort of thing and to properly discipline any of their members found guilty of or known to have

received or accepted extra money in lieu of their properly earned vacations, and be it further

"RESOLVED that this Alberta Federation of Labor request the Government of Alberta to give thorough study to the present Vacations With Pay Legislation with a view to strengthening it so as to prevent the present abuses and that some means be employed by the Government to draw it forcibly to the attention of Employers, in particular, that paying an Employee two weeks' extra wages and allowing him or her to work through the vacation period does not fulfill the requirements of the Alberta Labor Act."

The Committee recommended concurrence in this Resolution, and, on motion, the recommendation of the Committee was adopted.

Resolution No. 46, by Local 255 International Ass'n. of Firefighters, Calgary, and endorsed by Local 209, Edmonton, Local 237, Lethbridge, and Local 263, Medicine Hat.

"WHEREAS the Alberta Labor Act provides that no court shall have the power or jurisdiction to enforce any award made by an Arbitration Board, and

"WHEREAS the only form of appeal open to employees is strike action following a supervised strike vote, and

"WHEREAS Fire Fighters, because of their duties in protecting lives and property of a community in case of fire or other serious hazard, are in duty bound not to take an active part in any strike, therefore be it

"RESOLVED that every decision or award of a majority of the members of a Board of Arbitration shall be binding upon the Council of the Municipality and the members of the Fire Department concerned, and be it further

"RESOLVED that upon failure of the Municipality to comply with an Arbitration Board award, that the Provincial Government withhold any grant at any time payable to the said Municipality out of Provincial funds, until such time as an agreement is reached."

The Committee recommended concurrence in this Resolution.

Delegate J. Staton, Edmonton, urged the Delegates to endorse this Resolution because of the peculiar situation that faced Fire Fighters. He stated that the Constitution of the International Association of Fire Fighters did not permit them to go on strike because of their type of employment as a public safety measure. He stated that Legislation, as requested in the Resolution, was now in effect in British Columbia and Ontario, and therefore was not new.

Delegate C. E. McDougall, Calgary, did not think it wise for the Federation to approve of this type of Legislation as it might be setting a precedent, and the Government might urge everyone to accept the principle of compulsory bargaining. He recalled that some years ago the Montreal Fire Fighters had gone on strike.

Delegate P. Hopkinson, Calgary, in reply, stated that the Montreal Fire Fighters were not members of the International Association of Fire Fighters when they went on strike and were therefore not bound by the Constitution.

Delegate S. J. Sligo, Calgary, had no objection to the Resolution so long as it definitely provided only for Fire Fighters, but he did oppose the second Resolve which provided that Provincial Government Grants would be withheld if a Municipality did not accept the decisions of Arbitration Boards.

Delegate M. Ainslie stated that this was another move on the part of cities to make it difficult for a Civic Employees' Union to abide by the Legislation, and stated that it was just as important if we were going to follow this principle that employees of the Water Works Departments would

also be bound, and stated, "If there is no water coming out of the fire hydrant, it is not much use to the Fire Fighters." He therefore urged that the incoming Executive face the problem of final settlements of disputes in recommendations on change in Legislation.

On the question being called, the recommendation of the Committee was adopted.

Resolutions Nos. 47, 48 and 49, submitted by the International Union of Operating Engineers, Local No. 955, Edmonton.

The Committee stated that these Resolutions had been received too late for printing, had not been signed by the President of the Union, and did not carry the official seal of the Union, and therefore they could not recommend that they be considered by the Convention.

On the question being called, the decision of the Committee was adopted. Your Resolutions Committee has drafted and begs to submit the following Resolution for the consideration of the Convention:

"WHEREAS, under the Provincial Government Order setting minimum wage rates for female workers, exemption for certain classes of workers has been provided from the provisions of the order, and

"WHEREAS the exemption of all female employees in hospitals and nursing homes, except professional workers and office staff, unfairly discriminates against a large number of underpaid workers, therefore be it

"RESOLVED that the Alberta Federation of Labor make strong representation to the Provincial Government in order that no exemptions whatever be made in the application of minimum wage rate orders for female workers."

The Committee recommended concurrence in this Resolution, and, on motion, the recommendation of the Committee was adopted.

JUDGE REPORT

The Committee stated that it had received a special Resolution from Delegate R. T. Alderman, representing the Brotherhood of Railway Carmen, Lodge 42, Calgary, which read as follows:

"WHEREAS over the years the Alberta Federation of Labor has been consistent and persistent in petitioning the Alberta Government for increased financial commitments towards Social Welfare projects for the people of this Province, and

"WHEREAS the Government set up a Commission, which submitted a report dealing with Social Welfare and known as the Judge Report, therefore be it

"RESOLVED that the Alberta Federation of Labor go on record as being in favor of the recommendations contained in that Report and ask the Alberta Government to put the same into operation immediately."

The Committee recommended that, while this Resolution was not in conformity with the Constitution, it was a matter of great importance and should be considered by the Convention. On motion, it was agreed.

Delegate Carl E. Berg, Edmonton, stated that possibly the Federation was setting a very dangerous precedent in considering the Resolution, and while he was not going to oppose the recommendation, it was something that should not be done too often. He felt that those who were primarily interested in the Judge Report should have had the Resolution submitted in time.

Delegate S. J. Sligo, Calgary, stated the Judge Report had been dealt with by the Union of Alberta Municipalities, and he made the statement that "No one in the Convention had read the Judge Report." He was quickly challenged on this statement and withdrew it.

Secretary Cushing reviewed the Judge Report briefly and told the Convention that it was a Report on Municipal Taxation and Assistance that was prepared by Mr. Judge, the Deputy Minister of Municipal Affairs, and that in the first instance he had hesitated in bringing it to the Government because it actually had rapped the knuckles of the Government; however, it had been presented and the Government had accepted it and last year Premier Manning had stated it would be implemented. The only difficulty was that it had not been implemented in its entirety and therefore the assistance that Municipalities anticipated they would receive had only been partially given. As an example, he stated that had all of the recommendations been implemented, the City of Calgary would have been helped to the extent of approximately nine mills on their Mill Rate. However, the assistance given had only amounted to a mill and a half, and, as a result, workers who were home owners and taxpayers had to pay the additional taxes, and therefore it was of import to this Federation.

The Secretary was congratulated on his review of the Report, and Delegate Sligo commented that possibly his statement that no one had read the Report had brought forth what the Convention had desired.

This concluded the Report of the Committee on Resolutions and Chairman Stanton moved the adoption of the Report as amended as a whole. On the question being called, the Report was adopted by the Convention.

President Turner then announced the next order of business was Good and Welfare.

The Secretary brought to the attention of the Convention that no recommendation had been made in the Report of the Committee on Ways and Means for the Credential Committee, and, this year, they had been called in ahead of the Convention and should be paid at least one day's remuneration. On motion duly made and carried, the Credential Committee were paid one day's pay at the rate of \$12.00 for each member.

Delegate M. Ainslie, Edmonton, mentioned that some difficulty had been experienced in railroad fares from Edmonton and some delegates had paid \$22.50 while others had paid only \$20.10.

Delegate E. Hunter, in charge of Pool Fares, stated that he believed there were only about six out of fifty-nine Delegates from Edmonton who paid the larger amount and the Committee had accepted the \$20.10 as the official fare from Edmonton. There was no further discussion on the matter and it was dropped.

The Secretary informed the Convention that a communication had been received from Mr. J. Marshall of the Sun Life Insurance Company suggesting to the Federation that it might be possible to institute within Local Unions Group Life Insurance, Hospitalization and Medical Benefits, and a brief review was made of the proposed plans. In closing, the Secretary suggested that it might be well for the incoming Executive to study the plans and report to the Affiliated Unions.

Delegate A. E. Brunton, Calgary, suggested that the Executive should study the non-profit plans, such as the Blue Cross, if they were going to study Insurance.

Delegate A. Mogridge, Edmonton, felt that the Labor Movement might be defeating their own principles if they were to adopt Insurance Schemes and that State Medicine and Health Insurance would not be brought into being if it were known that the Labor Movement were participating in a privately operated scheme.

Delegate Carl E. Berg, Edmonton, stated that the rapid rise in Medical and Hospital costs made it necessary for the workers to look about for some way to cover these costs and that until we had State Medicine and Hospitalization, Insurance was the only answer.

It was finally agreed that the Executive study all types and report to the Affiliated Organizations.

President Turner then handed the gavel over to President-elect Harry Boyse, and expressed his appreciation at having been President of the Federation during the past year. President Boyse, in accepting the gavel, felt that the Federation would go forward to a greater Organization and hoped that he would have the fullest co-operation of every Union member. He expressed his regret that Brother Gordon Cushing was leaving Alberta, and hoped that he would enjoy his new work in the International field.

Brother Cushing expressed his regrets to the Convention that he was leaving Alberta, and commented on the very happy relations that existed in the Federation, and reviewed briefly the growth of the Federation in the last few years and felt that the Federation would continue to grow to a bigger and better Organization. In closing, Brother H. Turner at the piano played "For He's a Jolly Good Fellow", and the Delegates joined in the song.

President Boyse then called upon Delegate Mogridge, Chairman of the Committee on Thanks, to report, and he reported as follows:

Your Committee of Thanks, on behalf of the delegates attending this 29th Convention of the Alberta Federation of Labor, wish at this time to extend thanks to the Lethbridge Trades and Labor Council and the Lethbridge Unions for their particular interest in assuming the duties of host, and especially our thanks to Brothers Castle and Boyse for their untiring efforts in making this Convention the success it has been.

To the invited speakers, especially the Hon. Dr. Robinson and his Government Representatives who gave us enlightening addresses and were at all times ready to answer questions pertaining to their departments.

To those who were responsible for providing the entertainment we enjoyed so much.

At the banquet on the opening night, the very instructive tour of the St. Mary's River Dam Project, the tea and theatre party for the ladies, and the enjoyable tour of Sick's Brewery.

To all firms and individuals friendly to Labor, who had contributed to the success of this 29th Convention.

To the press for their fine work in reporting the proceedings of this 29th Convention and to the City of Lethbridge who through its Mayor extended to the delegates such a fine welcome and the signal honor of being the first to make use of their Civic Auditorium.

Your Committee also extends thanks to the Southern Alberta Sugar Beet Growers' Association for the use of their board room and comfortable facilities for committee meetings.

And to the Officers of this Convention who, in a democratic manner, conducted the business of this Convention to the pleasure and satisfaction of all concerned, we ask to accept the thanks of the Committee and we hope this Convention will express in a more suitable manner its appreciation of the fine work done by the retiring President.

And in closing, your Committee thanks all other Committees and the delegates here assembled for their efficient manner in carrying out the duties assigned to them.

A. MOGRIDGE, Chairman.
R. T. ALDERMAN
W. GREGORY

On motion, the Report of the Committee on Thanks was adopted by the Convention.

President Boyse then called upon Brother Carl Berg, Vice-President of the Trades and Labor Congress of Canada, to speak to the Convention.

Brother Berg congratulated President Boyse on his election as President; stated that the Alberta Federation of Labor was the oldest Federation within the Trades Congress and that since its organization, other Provinces had taken the lead, and from Alberta, had formed Federations of Labor.

He expressed his regrets that Brother Alford was not present at the Convention at this time and commented that he was President of the Lethbridge Trades and Labor Council in 1912 when the Federation first met, and that he was the only known person left who was present at that time. Brother Berg paid a tribute to Brother Alford for his long association with the Labor Movement.

To the younger Delegates who were at the Convention for their first time, Brother Berg stated that they should follow in the footsteps of the old-timers; had it not been for the old-timers doing that same thing years ago, there would be no Labor Organizations today. He felt sure that the Trade Union Movement was in safe hands now because it was legal to belong to Unions and legal to negotiate with employers — something that the Labor Movement did not have years ago, and he stated, "If you younger Delegates carry on and persist in your Labor Unions, you will build bigger and better Organizations." He stated that it had been a pleasure to work with Brother Herb. Turner during the past year, and was happy that differences which had existed in the Federation had all disappeared and that the closest of harmony existed at the present time.

Brother Berg commented on the election of Brother Cushing as General Secretary-Treasurer of the Trades Congress, and felt that he had not been lost to the Labor Movement of Alberta nor the Calgary Trades Council, but that he would continue to assist with their Organizations. He also commented on the record that Alberta had for developing Leaders in the Labor Movement, in that a number of Officers of International Unions and Congresses of Labor had first started their efforts in the Labor Movement in Alberta.

He mentioned that there had been some criticism of the Congress that they had not done enough organizing. He mentioned that he had been the first Organizer for the Congress and gradually a staff of Organizers had been developed and there were now Congress Organizers in every Province. He mentioned the move of Brother Gordon Wilkinson to Alberta and urged that all Unions and Union members give him their willing co-operation.

In closing, he stated that the Trade Union Movement was the hardest taskmaster on earth, but there is no institution on earth that will pay the dividends like the Labor Movement, and he urged that all Delegates come back next year and make the 1950 Convention bigger and better than ever.

President Boyse then declared the 29th Convention of the Alberta Federation of Labor adjourned, and the Convention was closed with the singing of "God Save the King".



